

Idaho Diversity Network Meeting

Thursday, July 26th 2018

BSU Student Union Building – Foote Room (12:45 p.m. MST)

AGENDA

Welcome/Introductions

In attendance:

Karla Eitel- McCall Outdoor Science School
Melinda Davis – UI STEM Education
Cindy Thorngren – Idaho STEM Action Center
Jerry McMurry – UI College of Graduate Studies
Barbara Wood Roberts – ISU TRIO McNair
Bea Valencia – ISU Graduate School
Sonia Martinez – ISU STEM Diversity & Outreach
Gregory Martinez – BSU McNair Program
Sarah Ritter – BSU McNair Program
Donna Llewelyn – BSU Institute for STEM and Diversity
Megan Gambs – BSU Institute for STEM and Diversity
Lethanial Loley – ISU Native Student Center
Shea Robison - ISU TRIO McNair
Alma Jam – ISU TRIO McNair
Jungmin Lee – United States Department of Agriculture (USDA)
Sarah Penney – Idaho NSF EPSCoR

Idaho Diversity Network Update

Idaho Diversity Network

www.idahodiversity.org

Presenter: Sarah Penney (Idaho EPSCoR Education, Outreach, and Diversity Coordinator)

- An overview and updates to the Idaho Diversity Network (IDN), leadership team, and organizational structure were provided and can be reviewed on the Idaho Diversity Network website (www.idahodiversity.org). An overview was given of the IDN priority areas previously identified which includes:
 - URM Recruitment and Retention
 - Mentoring/Training
 - Workforce Development
 - STEM/Diversity Plans and Policy
- Working groups have been utilized to address some of the priority areas including a **Mentoring/Training** working group and **WFD working group**.

Mentoring/Training Working Group

The Mentoring/Training Working Group met to plan a statewide **IDN Mentoring Conference** on Strategies for Student and Faculty Mentors on February 8th-9th, 2017 which focused on providing professional development

for faculty and students on effective strategies for mentoring students from underrepresented groups in science, technology, engineering and mathematics (STEM) and related fields. (see www.idahodiversity.org for full conference agenda and keynote recording). ***The group plans to offer this mentoring conference again this year and encourages participation from IDN in planning process.*

The group also provided **faculty mentor training** (modeled after workshops utilized during mentoring conference) to Idaho EPSCoR MILES faculty in October 2017. Workshops included, "Mentoring for Inclusion" and "Implicit Bias in the Academy." ***The group plans to continue offering training in conjunction with EPSCoR events in the future and other opportunities as needed.*

- Workforce Development Working Group
A working group was established to address the diversity of Idaho's workforce. The group created recommendations and presented to the **Governor's Workforce Development Council (WFDC) strategic plan** during their WFDC meeting in July 2017 with additional follow up September 2017. Primary recommendation was that the chair appoint a subcommittee to include members of Idaho underrepresented populations to address specific action items and that can be implemented to meet the needs of Idaho Tribes and Hispanic/Latino communities, and sub population groups. ***IDN hopes to continue to engage Department of Labor and WFDC in the areas of We are seeking an ongoing collaborative relationship with IDOL/WFDC in areas such as **AWARENESS, ADVOCACY, TRAINING, and PROMOTION** in an effort to increase the diversity of Idaho's workforce.*

Other Opportunities:

- Diversity Resources Working Group
The IDN has created a website (www.idahodiversity.org) designed to promote STEM/Diversity resources at a State level. Some recommendations include adding a stronger "**Resources**" section featuring opportunities for Idaho students including scholarships, fellowships, internships, etc. Another recommendation was to create an e-news to notify participants of ongoing updates from throughout Idaho. A new **IDN E-News publication** will be mailed out in August 2018 (tentatively scheduled for last Monday of each month).

***If you are interested in being part of the IDN Resources Working Group please contact me at sarahp@uidaho.edu to be included on ongoing discussions/email correspondence. This group will assist with the creation of monthly e-news and gathering of information and resources for the IDN website.*

- Idaho Diversity Network participants are invited to attend the upcoming **IM STEM Network Meeting on August 9, 2018** 1-2 PM PST/2-3 PM MDT.

IM STEM is a network of STEM educators and leaders across six states (CO, ID, NM, NV, UT and WY). We are working together to support STEM equity at key transition points. At our network meeting, you will learn more about our work and how you can get involved. We will share our approach to building an asset map of programs across the region and hear from STEM leaders engaged in innovative and successful practices. For more information on IM STEM, visit <https://www.napequity.org/stem/stem-equity-project/imstem/>.

***[Click here](#) to register for the IM STEM Network Meeting on Thursday, August 9th. After registering you will receive a confirmation email containing information about joining the training.*

STEM Diversity Highlights

Idaho State University – ISU McNair Program

<https://www.isu.edu/trio/programs/trio-mcnair-scholars-program/#d.en.57560>

Presenters:

Alma Jam (TRIO McNair Program Advisor)

Dr. Shea Robison (TRIO McNair Program Coordinator)

Dr. Barbara Wood Roberts (TRIO McNair Program Coordinator)

- Overview of TRIO McNair goals given (see website)
- Just getting 1st cohort through
- Some examples of majors include Chemistry, Bio-Chemistry, English, Political Science, Optometry, Public healthcare
- Students conduct summer research internship with faculty with final project at end of summer that can publish or present at conference
- Preparing students for graduate school
- Developing an on-line presence
- Starting new cohort in fall (junior year)
- Most of McNair participants plan on attending ISU
- International students ineligible
- Students recruited through faculty and department recommendations
- Utilizing other TRIO programs for internal pipeline recruitment
- Would like to see if any support IDN can give international students
- Many STEM departments interested in working with international students, however, could not work with them due to ineligible status
- Many students from “soft” sciences don’t know about the opportunities so expanding reach important
- Dr. Roberts focus is on mentor relationships for students within TRIO
- As Director of Intercultural Competency lab (which is under the EO office) – Dr. Roberts (Cultural Psychologist) does structural equation modeling and develops training for qualified teachers of K-8
- Would like IDN and others to know that these type of resources are there at ISU
- Group is also interested in connecting with other McNair leads from throughout the State in future endeavors

Idaho State University – Native American Student Services (NASS)

<https://www.isu.edu/nass/>

Presenter: Lathanial Loley (ISU Native American Student Services Advisor/Coordinator)

- See website for general overview of NASS
- Seeking assistance in getting more Native American students involved
- Interested in learning about additional opportunities for students including collaborative endeavors and financial opportunities since NASS budget is small
- Seeking opportunities for NASS students to contribute to their communities
- Need for support services and other opportunities once students are recruited to ISU

Idaho State University – Graduate School

<https://www.isu.edu/graduate/>

Presenter: Bea Valencia (Outreach & International Admissions Coordinator)

- See website for general overview of ISU Graduate School
- Collaborated with TRIO to create a course for students interested in graduate school which included information on how to apply, how to write a personal statement, and what is needed to succeed, etc.
- Would like to make it a 2 credit UG course for students that don't qualify for TRIO. Again have many not qualified because of international status.
- Mentorship and representation/advocacy very important to their success.
- Really need help with mentorship opportunities, even from other institutions.
- Especially from UG into grad into workforce.

University of Idaho – NSF Native Drone Project

<https://www.uidaho.edu/news/here-we-have-idaho-magazine/moss-lapwai-project>

Presenter: Dr. Karla Eitel (McCall Outdoor Science School – Education Director)

Power Point Presentation:

- Building Science Identity through UAS and remote sensing technology: Grand Visions and Real Constraints (NSF funded project entailing collaboration of McCall Outdoor Science School (MOSS), University of Idaho, and Nez Perce Tribe)
- Our programs work on building “good inhabitance” by helping students to develop scientific literacy (included detailed knowledge of place and the capacity for observation), good community skills (a sense of care), and a connection to place (rootedness)
- The Big Idea: Nez Perce students come from a long tradition of science and use of technology. These are just some of the tools that they can use to solve problems that matter to them, in ways that support their cultural identity and values.
- Curriculum Strands include job skills, knowledge of place, identity, and values
- Program includes Year 1 Summer Camp, Year 1 School Year, and Year 2 Summer Camp
- Year 1 Summer Camp includes 5 days (40 hrs), forestry, fisheries, and fire content/data collection and analysis with UAVs/Integrated language and culture/Student-led project
- Year 1 School Year includes 10 weeks (30 hrs), forestry and fisheries content, data collections and analysis with UAVs, integrated language and culture, and citizen science project on butterflies
- Year 2 Summer Camp includes 10 days (80 hrs), forestry, fisheries, philosophy, energy, climate change content, data collections and analysis with UAVs, integrated language and culture, and student-led projects
- Connection of science and culture key focus area
- Project Question/Need: How can we bring this kind of thinking into traditional undergraduate education on campus?

Boise State University – LSAMP/Bridges 2 Baccalaureate/GEM3 Initiative

<https://stem.boisestate.edu/lsamp/>

<https://stem.boisestate.edu/b2bprogram/>

Presenter: Dr. Donna Llewellyn (Director - Institute for STEM and Diversity Initiatives)

- See websites above for detailed information
- Donna presented LSAMP/B2B information on behalf of Catherine Bates
- In partnership with College of Western Idaho – B2B recruit students at 2 year college before they transfer

- Students (interested in biomedical) get peer mentors and do 40hr week research during the bridge summer and then do undergraduate research their first year here and paid research the next summer.
- LSAMP criteria include underrepresented students not currently being served in STEM, PELL eligible, rural, 1st generation, etc.
- Students get a faculty mentor for research and dedicated peer mentor

Pending GEM 3 Initiative

- Idaho EPSCoR currently in last year of MILES Track 1 grant
- New Idaho EPSCoR pending proposal (GEM3 genes to environment modeling mechanisms mapping) will include new goals and objectives that have new diversity opportunities for students and faculty at Idaho institutions
- Goals of diversity will include increasing underrepresented populations in STEM (low income, rural, women included)
- UNDERGRADUATE: Strategies to reach these goals will include authentic research experiences- vertically integrated projects framework (VIP). Start with sophomore through graduation, grad school and post docs working on research project and getting credit. Every student can register for course and faculty gets credit for teaching by leading students in research.
- Each campus will have VIP coordinator
- Students will be prepared by building lab modules that are research rather than cookbook. These will be built and sent across the state to all the 2 and 4 year and the graduate students will teach them. Then students go on to faculty led research with some experience how to do research.
- Will also have paid summer student research experiences targeting underrepresented students
- FACULTY: Strategies to increase faculty diversity will entail Idaho START
- Idaho START- system to attract and retain talent
- Need a culture of recruitment and unbiased hiring and promotion process
- START coordinator hired at each of the 3 universities
- Need to understand what are the things keeping URM from being hired, such as – are they not applying, is it that they aren't interviewing well, are the selection committees showing bias, etc. because each problem requires different approach.
- Idaho Diversity Network (IDN) is mechanism to act as "state" not individual campuses.
- IDN will carry on the mentoring conference
- IDN will host workshops on every campus on inclusive mentoring, advising, etc.
- No specific outreach to K-12 in proposal but will be some funding allocated for complete process to do outreach

Next Steps

- Please check www.idahodiversity.org for updates (those on list serve will also receive updates)
- Idaho Diversity Network E-News will begin August 27th, 2018 ***Please contact sarahp@uidaho.edu if you want to assist with monthly e-news/diversity resources working group*
- Next Meeting tentatively scheduled for early October 2018