

BROADENING PARTICIPATION IN YOUR PROGRAM

GROWING THE DIVERSITY AWARENESS & CULTURAL COMPETENCY OF FACULTY AND PARTNERS

1) Get faculty on board. Why might diversity matter to them? *For example:*

- ❑ *Success:* diverse groups create better solutions.
- ❑ *Broader impacts:* federal mandates seek efforts that address broadening participation and seek to increase diversity.
- ❑ *Workforce excellence:* the US labor market is projected to grow faster in science and engineering than any other sector in the coming years, and yet only 6% of all 24-year-old Americans hold undergraduate degrees in STEM disciplines. For underrepresented minority students, the percentage hovers at 2-3%.
- ❑ *Global leadership & scientific excellence:* the creative engagement of diverse ideas and perspectives is essential to enabling the transformative research that invigorates our nation's scientific and engineering enterprise. Broadening participation infuses science and engineering excellence into varied individual, institutional, and geographic networks and provides for the discovery and nurturing of talent wherever it may be found.

2) Offer and implement training or orientation. *For example:*

Do your faculty know the basics?

- ✓ What is “underrepresentation”?
- ✓ What groups of individuals are considered underrepresented?
- ✓ What groups of individuals are underrepresented in their field?
- ✓ What is “broadening participation”?
- ✓ Why are broadening participation and increasing diversity important?
- ✓ How do unconscious, unexamined bias, the ideology of meritocracy, and systemic privilege impact underrepresentation?



www.pathwaystoscience.org

contactus@ibparticipation.org

*Last updated
4/29/16*

Some ways to grow diversity awareness and cultural competency:

- Use [The <Brief> Diversity Briefing](http://prezi.com/rb9wfv7eqh/the-brief-diversity-briefing/) prezi to cover the basics, at <http://prezi.com/rb9wfv7eqh/the-brief-diversity-briefing/>
- Include diversity focused workshops, training, or orientation sessions in annual meetings or as part of other gatherings.
- Invite a speaker that can make a powerful statement about and case for “why diversity?” Contact IBP for suggestions of speakers.
- Take advantage of webinars offered on the topic and publicize them to faculty and partners.
- Offer or direct faculty to online training modules on topics such as mentoring, recruitment, retention, “why diversity.”

3) Improve access to materials and resources that support faculty in their efforts to address barriers to participation and increase diversity.

Provide materials and resources that can be helpful:

- ✓ Relevant research or other publications that provide context, statistics and understanding, such as those available in the online Diversity Reference Library at <http://www.pathwaystoscience.org/resources.aspx>.
- ✓ Case studies and narratives highlighting strategies used by other programs, how they carried them out, and the impact that resulted.
- ✓ Contacts who are willing to discuss certain topics and strategies related to mentoring, recruitment, retention. Contact IBP for suggestions for contacts.
- ✓ Checklists and topic-based handouts, and templates and draft plans that can be adapted. See the Resources Toolbox at www.pathwaystoscience.org.

Some ways to provide these resources:

- Include in presentations and materials at training sessions and workshops.
- Gather resources into one easy-to-access web portal, or use the resources already gathered on IBP’s www.pathwaystoscience.org.
- Include links to them in emails, newsletters or messages to listservs.
- Reference them in conversation and attach to follow up emails.



We'd love to hear your thoughts about this information! Please take a few seconds to share your ideas at [https://www.surveymonkey.com/r/BroadeningParticipation Working with Faculty](https://www.surveymonkey.com/r/BroadeningParticipation_Working_with_Faculty)



www.pathwaystoscience.org
contactus@ibparticipation.org

*Last updated
4/29/16*