



“Diversity Summit” March 21, 2017

Quarterly Meeting

Rules of Engagement

1. **Mute your phone** if you're not talking – on WebEx, that's *6.
2. You have to **pick an audio channel** – you can't listen on your phone and also listen through your computer. That creates an echo.
3. Feel free to speak up, but always **say your name** so everyone knows who's speaking.
4. **Do not put us on hold.** We don't want to hear your hold music.
5. We'll be monitoring the WebEx "**Chat**" tool for questions. Send your comments and questions to the Host. Do not send messages to us via e-mail.
6. Whether you say "present" or not during roll call, **write your name and school** via the chat box. We want everyone to get credit.



AGENDA

- * Recap of February 9-10 meeting
- * Status of the action plans
- * Next steps
- * Laura Nicholas presentation

February 9-10

Post-event survey results

- * 100% of attendees “agreed” or “strongly agreed” to these statements:

The Diversity Summit was an appropriate length.

The handouts and resources provided are valuable.

My time at the Diversity Summit was well spent.

The content of the Diversity Summit was relevant to what we want to accomplish at our institution.

I feel equipped to take action on recruiting/retaining the population we've targeted in our action plan.

February 9-10

Post-event survey results

* Looking at the self-reporting of expertise levels (Thursday morning vs Friday afternoon), a majority experienced jump in expertise:

72% jumped one or two levels in expertise - Knowledge of best practices for recruiting and retaining under-served populations

69% jumped one or two levels in expertise - Knowledge of how to develop and implement an action plan for recruiting and retaining underserved populations

69% jumped one or two levels in expertise - Knowledge of how to collect evidence to measure impact of an action plan for recruiting and retaining underserved populations

Action plans

El Centro College – TX	women, Latino/Hispanic and African-Am
Kirkwood Community College – IA	women
Lake Washington Institute of Technology – WA	Latino/Latina recent HS grads
Lansing Community College – MI	women
Marshalltown Community College – IA	Latino
North Arkansas College – AR	women 17-25
San Jacinto College – TX	women
Tallahassee Community College – FL	women, esp African-Am
University of North Texas – TX	women
Volunteer State Community College – TN	women

Action plans

- * Revision phase of the action plan
 - Sent out questions and comments
 - Scheduled phone calls
 - Seeking updated action plans
 - >>Gotten back five revised action plans so far
- * Action plans will be used for the DS school contract and quarterly reporting
- * Once CTC and you agree on the action plan, we will convert to a contract draft

Action plans

What we've learned

- * Detail and clarity are essential - help us understand your thinking
Explain the rationale

- * Showing growth as a percentage might be more compelling than a number (although you do need to show both – not just %s)

Show the pie slice is getting larger, not just the pie. Example: “We want to grow female IT enrollment from 15% (2016: 3 women, 20 total) to 25%.”

- * Clearly answer this question: “If you implement this plan as described and do it well, has your administrator agreed that the evidence will be compelling enough to ask to sustain part of it?”

Action plans

What we've learned

* Goals must include metrics.

* "Elevator pitch" must include your goals and your target population. This is your thesis statement.

* For every event, we need specifics on:

The purpose of the event (and how many events)

Who's being invited and how were the invitees selected

How you will measure the success/impact of the event (surveys, tracking)

Action plans

What we've learned

- * Quarterly budgets – need details on estimated hours and pay rates.
- * If serving food, must be a “working lunch.”
- * Only printed promotional materials allowed. No T-shirts, no giveaways, no radio/TV ad time.
- * The activities must represent a new strategy or approach. We don't want to continue the status quo.

Action plans

What we've learned

- * Must include specific baseline numbers that you will be comparing in February 2018.
- * Use role models (e.g. your student ambassadors and guest lecturers should be female) and say so in the action plan.



Next steps

Contract drafts

Deadlines for quarterly reports and invoices

March 1-May 31	Report/invoice due June 5
June 1- Aug 31	Report/invoice due Sept 4
Sept 1-Nov 30	Report/invoice due Dec 4
Dec 1-Feb 28	Report/invoice due Mar 5
Final report due Mar 30	

**Format of the quarterly report TBD

Be thinking of the questions you want to ask your SME mentor – we will help coordinate

Next steps

How follow-ups will work...

- * Monthly check-in with CTC staff (Mark, Debbie, Ann)
- * Quarterly check-in with SME
Contracts pending with them
- * Quarterly cohort web meeting
Doodle Poll to set time
At least one team member must attend
This is the first of four – three more to go

Laura Nicholas





Thank you!

Next quarterly meeting:
TBD pending Doodle Poll
possibly early June



This material is based upon work supported by the National Science Foundation under Grant No. I205077. Any opinions, findings and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.