

# Broadening Participation In GEM3

**Donna  
Llewellyn**

# **WFD and Faculty Diversity Lead**

Boise State  
University





# A Brief Reminder of What We Proposed

**What did we  
propose to do  
related to  
Broadening  
Participation  
of Students in  
GEM3?**

- **Vertically Integrated Projects (VIP)**
- **Summer Authentic Research Experiences (SARE)**
- **Internships**
- **Embedded Professional Development**
- **Workshops at Annual Meetings and on Campuses**

**What did we  
propose to do  
related to  
Broadening  
Participation  
of Faculty in  
GEM3?**

- **Idaho System To Attract and Retain Talent (START)**
- **Tribal Faculty Positions**
- **Workshops at Annual Meetings and on Campuses**

How Have We  
Done (so far)?



Target Pop.	Baseline (F 2016)	Year 2 Institution Actual	Year 5 Institution Goal
URM STEM UG	15.5%	17%	18%
Women STEM UG	32.2%	35.7%	34%
Pell-Eligible STEM ID UG	45.5%	40.6%	48%
First Gen STEM ID UG	31.9%	32.8%	37%
Rural STEM ID UG	13.5%	13.4%	20%
URM STEM Faculty	4.1%	3.7%	10%
Women STEM Faculty	25.4%	25.9%	22%*

Target Pop.	Baseline (F 2016)	Year 2 GEM3 Actual	Year 5 GEM3 Goal
URM STEM UG	15.5%	32%	40%
Women STEM UG	32.2%	54%	50%
Pell-Eligible STEM ID UG	45.5%	30%	55%
First Gen STEM ID UG	31.9%	50%	45%
Rural STEM ID UG	13.5%	61%	30%
URM STEM Faculty	4.1%	3%	20%
Women STEM Faculty	25.4%	46%	40%

However, Part of  
the Story is  
Missing from  
these Numbers





The current political climate is not friendly to overt DEI work





What are we doing to make our research environments inclusive?



What are we doing to make  
our classrooms inclusive?







What are we doing to make our departments inclusive?



What are we doing to make our content and approaches inclusive?

**Sidney Fellows working in the field at Camas Prairie Centennial Marsh  
(photo courtesy of Georgia Hart-Fredeluces)**

Instructions: Think about how you  
encounter issues of diversity and inclusion in your work  
– in your

Teaching

Research

Department

Think about the environment AND the content/approach



Anyone want to  
share what they  
talked about?



# Next Steps – over the course of the next few days (and beyond):

Think about:

- ☐ Whose perspective is being centered?
- ☐ Whose voice is being heard?
- ☐ Who is present?

# Next Steps – over the course of the next few days (and beyond):

How can you (personally and professionally):

- ☐ Center different perspectives?
- ☐ Bring more voices to the table and amplify them?
- ☐ Use your position and power to help these efforts?



# Questions/Ideas?

