#### Broadening Participation In GEM3



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## 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







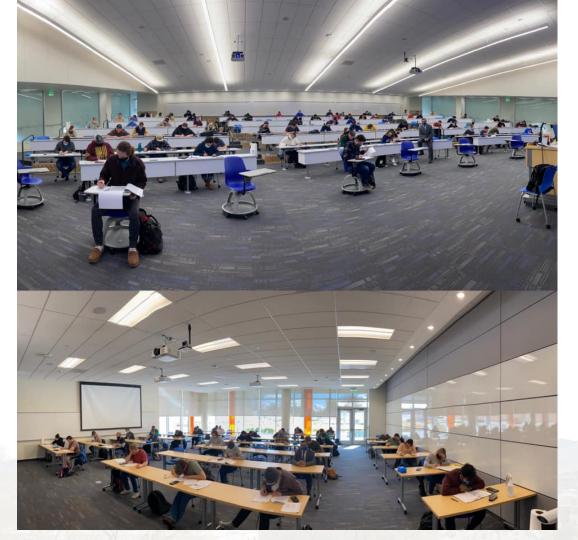
The current political climate is not friendly to overt DEI work







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?

