

DECEMBER 2020

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



Congratulations, Class of 2020!

This week, we celebrate another outstanding class of Orediggers. The class of 2020 is exceptional. These students succeeded in their final year while faced with a global pandemic, racial and societal unrest over the deaths of Black women and men, a contentious presidential election, remote learning and teaching, wildfires and other destructive natural disasters. If these were not enough, the ease of gathering with family and close friends for a hug, a meal together or a respite continued to shrink. They persevered. They overcame. They are exceptional.

We are grateful for the ways our graduates actively supported and contributed to fostering culture change on campus through their involvement in learning communities, student leadership, workshops, listening sessions and town halls, outreach and volunteerism over the years. This class has moved the ball forward. They are well equipped to take on the world's toughest challenges because they have proven their stripes. They are a helluvaengineer!

Happy holidays, Orediggers! May you and those closest to you stay safe and maintain good health over the winter break.

Dr. Amy E. Landis, Heather Houlton and Kelly Knechtel
Mines DI&A

Women graduates honored at the Continuum



For over 20 years, the Women in Science, Engineering & Mathematics (WISEM) program has recognized the accomplishments of women graduates at Mines. This semester was no exception, albeit it looked a little different on Zoom. Thirty-one women graduates were recognized. The event included a keynote speech from Aprill Nelson, VP at Arcadius Capital and a student address delivered by graduating seniors and Society of Women Engineers (SWE) officers, Breanna Moak and Evaleena Reyes. Interested in the backstory of this event? Read the [history of The Continuum](#).

Bright Horizons provides respite for Mines employees

Are you a primary caretaker of young children or elderly parents? As COVID-19 cases continue to rise, care provider services are cutting back or limiting their capacities and schools resume remote learning. All of this is coupled with working full-time. As a reminder, Mines currently offers expanded childcare and elder care services to eligible employees* through [Bright Horizons](#). The provider's hub will assess your needs and recommend options, including:

- Learning Pods – post a job and get connected with qualified professionals
- Virtual Caregivers – need time to concentrate on your job? Get matched with a virtual caregiver who can assist with schoolwork, games, and other engaging activities
- Online Academic Support – access to the best online group and individual tutoring and test preparation at a discount

*Full-time benefits eligible employees are eligible for this service.

Please direct questions to Mines Benefits Office at mybenefits@mines.edu.

Financial assistance available through the Employee Relief Fund

The [Employee Relief Fund](#) provides just-in-time assistance for Mines faculty and staff who are experiencing financial hardship such as household loss of income, an unhealthy living situation, effects from a natural disaster, or impacts felt from the COVID-19 pandemic.

Funds provide immediate resources to cover faculty and staff's critical expenses that may not otherwise be met under existing employee assistance programs, including:

- Rent, utilities or other critical living expenses to help make ends meet, assist with a necessary transition or move out of an unhealthy living situation
- Funding for clothing or essentials for someone who lost housing to a fire, flood, natural disaster or other emergency
- Grocery money or a campus meal plan for an employee struggling to pay for basic needs
- Assistance with medical bills from a sudden, unanticipated or unique situation
- Travel and transportation expenses to attend a family member's funeral or assist their family during a time of need

If you would like to Rise Up for Mines and support your colleagues with a financial donation, you can do so through [Mines Foundation](#).

Drs. Amy Landis and Amy Hermundstad Nave receive \$300k from NSF to lead *Increasing implementation of proven inclusivity practices in undergraduate engineering education*

This multi-institutional project will provide tangible guidance to educators for operating an inclusive classroom. Collaborators include Dr. Kristen Parrish of Arizona State University and Dr. Melissa Bilec of University of Pittsburgh.

"There is a lot of advice about how to think about inclusivity in the classroom, but when I go to write a syllabus and plan the arc of a course in engineering, there's a lack of go-to strategies and actionable advice," said Bilec. "Our end goal is to provide pragmatic, proven and trusted practices on inclusivity in the engineering classroom specifically." The project begins in January 2020, and last three years. Instructors at Mines can expect opportunities to join a learning community where they explore how to integrate inclusive practices into their classrooms. Instructors will also be invited to have their classrooms participate in the research project.

Wednesdays with WISEM elevates the accomplishments of women faculty, staff and researchers



This fall, WISEM pivoted to virtual professional development opportunities for employees and instituted [Wednesdays with WISEM](#), a monthly showcase of the extraordinary women teaching, researching and working on our campus. The inaugural speaker was [Dr. Monique Sendze](#), Chief Information Officer, who provided information and data demonstrating the lack of women working in STEM, and shared advice for success in the workplace. [Dr. Kamini Singha](#), Professor in Geology and Geological Engineering, informed the audience about her academic research in hydrology, inspired listeners with her path to Mines and challenged the audience to act on issues about which they are passionate. [Dr. Anne Silverman](#), Associate Professor in Mechanical Engineering, educated participants on the biomechanics of the body and explained innovative research coming out of her lab that is changing lives and improving movement and functionality for people with physical disabilities. If you missed these great lectures, you can [watch the recordings](#). Wednesdays with WISEM will continue in the spring.



Spring enrollment begins in January for the Oredigger Network



JOIN THE
OREDIGGER
NETWORK

| MINES MENTORING PROGRAM



Mines students, faculty and staff are invited to join the [Oredigger Network](#), a Mines-wide mentoring program that launched earlier this year to connect with other members of the community, business leaders, recruiters and alumni. The program enables participants to expand their network and gain valuable skills to grow or take the next step in their professional lives. Participants can join as mentors to lend their time and expertise, as a mentee or both.

Spring enrollment runs January 4-25, 2021. When participants get matched with a mentor or mentee, they also gain access to more than 30 conversation guides and support from the mentoring program team to help Oredigger Network spring registration reminder you make progress on their goals.

2nd annual Mines DI&A symposium returns January 28

Halfway through the year, we set aside time for all of campus to gather to learn about progress on the Mines DI&A Strategic Plan, share updates on department and campus units' implementation plan goals and engage in learning and skill development opportunities. This year's line-up includes:

- Active learning around department/unit flash talk presentations, gender equity, minimizing microaggressions and DI&A Real Talk
- Introduction of the Mines DI&A Ambassadors and Men Advocates for Gender Equity
- Highlights from the DI&A Annual Report
- Recognition of the 2020 DI&A award recipients

View the [full agenda](#) and RSVP as a general attendee or sign-up as a flash-talk presenter.

Resilience training for students by students

Mines Peer Educators are helping students learn how to build resilience to thrive at Mines. A full suite of workshops is available to student leaders and organizations:

- Healthy relationships
- Escalation workshop on campus dating violence
- Sexual assault prevention-bystander intervention
- General bystander intervention
- Resilience training for students

As student organization leaders plan their spring meeting schedules, consider adding a 45–60-minute workshop to the calendar via the [request form](#). Two-week advance registration is requested.

Save the dates

Hyperlinks = virtual meeting access information. *All times are Mountain Standard Time.*

- **12/17 @ 10:30 AM** Unconscious bias & microaggressions bystander learning community
- **1/4-25** Oredigger Network spring enrollment
- **1/11 @ 10:00 AM** Monthly DI&A Council meeting (open to campus)
- **1/19 @ 12:00 PM** MLK Jr. community event & recognition awards presentations
- **1/28 @ 9:00 AM-3:30 PM** Annual DI&A Campus Symposium

As always, we welcome your ideas, thoughts and feedback at diversity@mines.edu. Thank you for being a member of an inclusive Oredigger community and an advocate and ally for positive social change.



mines.edu/diversity