

JANUARY 2021

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



Happy New Year!

Welcome back, Orediggers. We hope you had a restful break and are reinvigorated for the semester ahead. Many people spend the days leading up to a new year setting their intentions for the year ahead. One frequent practice is selecting a word or theme. This year, the Mines DI&A team chose the word **focus**. Considering recent events at the US Capitol on January 6, we reconfirm our commitment to the work we do in 2021. This means intense focus on fostering a culture of inclusion; a campus where students, faculty and staff feel comfortable and free to be their full authentic selves. We lead this effort through DI&A Ambassador-led workshops designed to give all Orediggers common vocabulary and skills to mitigate implicit bias and microaggressions, learning communities to help instructors deploy strategies for equitable and inclusive classrooms and support 40 department and campus units as they make progress on their DI&A implementation plans goals. All these efforts are highlighted in this month's digest. We hope you will find a way to join our focus and meaningfully engage this semester.

We would love to hear your word or intentions for 2021, especially if there is a diversity, inclusion or access component. Share yours using the #OrediggersForEquity.

Mines DI&A Team

Executive order on combating race and sex stereotyping suspended

Back in September we announced and provided guidance around the White House's executive order on combatting race and sex stereotyping (EO). While our mission and commitment to diversity, equity and inclusion did not waver, we know many were cautious. We are pleased to announce the EO has been suspended. You can read more in [USA Today](#).

#OrediggersForEquity



**Be yourself—
we like you that way.**
#OrediggersForEquity

Every Monday, the Mines community is asked to set aside 30 minutes to learn how to be a better ally for those underrepresented in our community. Orediggers unite to support an equitable and just campus community. Share what you are learning with others by using #OrediggersForEquity. Not sure where to start? Check out our evolving list of [racial equity resources](#). Over the course of the year, in the Daily Blast and on the Mines DI&A

website, we will feature what others are doing across campus so we can learn from and join their efforts to create an equitable campus community for all Orediggers.

2nd annual Mines DI&A symposium returns January 28th

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.

Chemical & Biological Engineering's Shell seminar series on women in STEM helps start the new year

While much effort has taken place to help underrepresented groups remain in engineering, not much improvement has transpired over the past few decades. One explanation could be the consistent and normative messaging about their education and profession. Join Dr. Villanueva, associate professor of electrical engineering at University of Florida, on Friday, January 15 at 10:00 AM for a [virtual seminar](#) as she discusses the concept of hidden curriculum, or the covert messages of a learning or working environment and the ways women in engineering (both faculty and students) strategize and respond to hidden curriculum. Dr. Villanueva will also discuss the utility of non-invasive sensors to uncover how women of diverse backgrounds and races respond to ethical issues in science and engineering research.

Spring registration underway for the Oredigger Network



January is observed as national mentoring month. This month we also usher in the second cohort to the Oredigger Network. This professional mentoring community connects students, faculty and staff with one another, as well as with external business leaders, recruiters and alumni. Over 820

Orediggers, alumni and corporate partners have joined since the program's launch in August 2020. If you're looking for a way to advance some of your professional or academic goals in 2021, or help someone make headway on theirs, you can serve as a mentee, mentor or both. Registration closes January 25, 2021. For more information and to register, visit [Mines Mentoring](#). The Oredigger Network is generously supported by Phillips 66.

DI&A Ambassador or Advocate-led workshops available by request

MITIGATING IMPLICIT BIAS

This interactive workshop unpacks implicit/unconscious bias, invites participants to consider their own biases and the ways biases manifest in an organization. Specific strategies and skill-building are offered for minimizing them on both personal and organizational levels.

Workshop facilitated by Mines DI&A Ambassadors.

BY REQUEST
3 PART SERIES; 1 HOUR EACH

MINIMIZING MICROAGGRESSIONS

Through interactive skill-building group work, this professional development opportunity discusses how to challenge microaggressions (unintentional slights or invalidations often directed toward members of underrepresented communities) when they arise and how to become agents of change.

Workshop facilitated by Mines DI&A Ambassadors.

BY REQUEST
1 HOUR

ALLIES FOR GENDER EQUITY

During this interactive, scenario-based workshop, the Advocate facilitators invite Mines men to explore incidents experienced by their women colleagues and appropriate actions to take in those situations. The content of this workshop was created in consultation with the Mines Women Advisory Board and was **designed for the men audience.**

Workshop facilitated by Mines Men Advocates.

BY REQUEST
1 HOUR

MINES DI&A OVERVIEW

Are you curious about the genesis and evolution of DI&A at Mines? What questions do you have? Where would you like to plug in to our culture of shared responsibility? Our team is happy to join a faculty, staff or student organization meeting to provide an overview of the DI&A Strategic Plan and the progress of the plan's 24 active recommendations to improve diversity, inclusion and access at Mines.

BY REQUEST
10-15 MINUTES

To meet the growing requests for campus diversity and inclusion learning and skill development opportunities, we launched the DI&A Ambassadors and Mines Men Advocates program last semester. Between these two groups, comprised of Mines faculty, staff and students (undergraduates and graduates), we are happy to announce they are ready to facilitate workshops on gender equity (Mines Advocates), minimizing microaggressions and implicit bias and DI&A overviews (Mines DI&A Ambassadors). Best of all, they work around your availability. [Request a workshop](#) this semester for your campus unit, department or student organization. Learn more about the programs and meet some of the Ambassadors and Advocates at the DI&A Campus Symposium on January 28. Are you interested in serving as an Ambassador or Advocate? Another cohort will launch Fall 2021. More information to come.

Upgrades made to the inclusive amenities webpage

Finding a single user gender inclusive restroom, mother's room or child changing stations just got a whole lot easier thanks to Kelly Buehler from Capital Planning & Design who gave the [webpage](#) a new interface. We encourage you to bookmark this page and proactively send to others. We especially think

it will come in handy when we start hosting in-person events again. It is another way to single an inclusive campus to visitors and the Oredigger community alike.

Community grants available



A pot of \$5,000 is available! Mines DI&A recognizes and supports diversity initiatives with impact through community grants. Grant money is given to a Mines individual or group who actively promotes inclusive excellence and contributes to and enhances the campus climate

through a sustained commitment to improve opportunities for the diverse communities we serve. [Grant applications](#) are accepted and reviewed on a rolling basis through the end of the fiscal year (June 30, 2021).

Nominate a colleague or peer for the 2021 DI&A awards

The annual award nomination window opened this week and runs through April 13. There are many outstanding faculty, staff, students and groups who are worthy of recognition. Consider highlighting their efforts by [submitting a nomination](#) not only to elevate their work across campus, but as a word of thanks. Award recipients demonstrate an exceptional understanding of diversity and inclusiveness as represented by their efforts to:

- enhance inclusion through positive foster dialogue communication between persons of diverse backgrounds,
 - promote an environment free from bias and discrimination,
 - raise awareness and lead initiatives that advance diversity, equity, accessibility, and inclusion,
 - support efforts in Mines DI&A Strategic Plan and/or
 - serve as a catalyst for change in the areas of diversity, equity, accessibility, and inclusion.
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Save the dates

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

- **1/4-25** Oredigger Network spring enrollment
- **1/14 @ 11:30 AM** Unconscious bias & microaggressions bystander learning community
- **1/19 @ 12:00 PM** MLK Jr. community event & recognition awards presentation
- **1/28 @ 9:00 AM-3:30 PM** Annual DI&A Campus Symposium
- **2/8 10:00 AM** Monthly DI&A Council meeting (open to campus)
- **2/24 @ 3:00 PM** Women in SciComm webinar
- **3/3 @ 10:00 AM** From Athletics to Engineering: 8 Ways to Support Diversity, Equity, and Inclusion for All
- **3/16 @ 3:00 PM** Engineering Change live webinar. So, you want to host a podcast?
- **3/23 @ 3:00 PM** Engineering Change live podcast recording: LIVE with Mines

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.

