



## FOSTER DIALOGUE

Raising awareness of DI&A is of vital importance at any institution but particularly at Mines as a STEM institution where these concepts do not often get applied in everyday studies. To do this, Mines aims to create and implement campus-wide communications and activities that foster dialogue about DI&A.

### DI&A Strategic Plan Recommendation

## Create and implement a communication plan that informs the community of DI&A resources and fosters dialogue

Since the adoption of the Strategic Plan, Mines DI&A launched several communication and dialogue efforts. For example, the #OrediggersForEquity<sup>39</sup> is a self-learning, social media campaign that Mines DI&A launched fall 2020. Every Monday, Orediggers are encouraged to set aside 30 minutes to learn more about DI&A in STEM. The goal is to unite and support an equitable and just campus community by drawing on individuals' own interests, passions and learning.

Additionally, Mines DI&A publishes a monthly digest highlighting DI&A efforts, programming and achievements across campus. Mines DI&A also collaborates with the President's Office and Mines' Communications and Marketing team to incorporate DI&A-related activities into campus communications, such as the Blaster Bulletin and Daily Blast with relevant DI&A communiques.

The Mines DI&A social media channels are also active. As of the end of August 2020, Mines DI&A had 76 Facebook followers, 333 Instagram followers, 40 Twitter followers and 100 tweets from Mines DI&A staff. The most popular web pages included Mines DI&A's homepage, inclusion icebreakers and racial equity resources.

Another way to facilitate dialogue is through continuation of the Mines DI&A Council and special events. Mines DI&A hosts the annual DI&A Symposium at the start of every spring semester, where every unit gives a quick flash talk on progress made on their respective DI&A implementation plans. The symposium helps foster collaboration efforts across campus.

Mines DI&A-hosted special events, specifically aimed at fostering dialogue, include the fall 2020 viewing of "Picture a Scientist," with an interactive panel comprised of two of the featured scientists and two of the directors.

<sup>39</sup> [mines.edu/diversity/orediggers-for-equity/](https://mines.edu/diversity/orediggers-for-equity/)



**"I appreciate the time and effort the authors of the Real Talk emails put into connecting folks to resources. I also enjoy the processing questions. I am fortunate to work in a department that takes time to discuss the topics each week."**

### **REAL TALK participant 2021**

#### **DI&A Strategic Plan Recommendation**

## **Institute a campus hub that serves as an interconnected, physical space to welcome engagement, interaction and support diverse students, faculty and staff**

After the release of the Strategic Plan in February 2019, two DI&A working groups made up of students, faculty and staff evaluated different models for sustaining and monitoring progress toward our goals. After review and iterations with executive leadership and the Mines DI&A Council, the best approach forward was a shared-services, consultancy model, which was presented to campus in early spring 2020<sup>41</sup>. This model emphasizes shared responsibility for campus to collectively undertake the responsibility of promoting DI&A. This approach was catalyzed by the Strategic Planning process where it was determined that Mines does not want to use a "centralized office" for all of these efforts, rather distribute the opportunity to be DI&A allies, advocates and champions among all Mines community members.

There are many aspects important to the institution that must continue to be supported by a central team of DI&A experts who report directly to the president. These include campus-wide learning and development, support for unit

Fostering Dialogue has also been supported and facilitated by many units across campus. For example, members of Student Life's DI&A: Real Talk committee invite their colleagues to learn about and discuss diversity, equity and inclusion through active dialogue each week. They have hosted more than 20 topics, ranging from anti-racism, exploring the impact of COVID-19 on U.S. immigration policy, language diversity, LGBTQ+ history and allyship to food and housing insecurity. Real Talk emails reach more than 150 recipients in Student Life each week.

The Trefny Innovative Instruction Center also contributes to fostering dialogue about DI&A. They hosted "Working with students on the autism spectrum" with DSS staff, highlighted "Failure Fridays" videos on their website, created the Continuity of Teaching website<sup>40</sup> and developed a Canvas course with links to DI&A resources and helpful guides for faculty. The Continuity of Teaching Canvas course had 3,179 page views on the most active day, March 16, 2020. It also had 134 discussion posts between Trefny Center staff and faculty during the remote teaching transition in spring 2020 due to the COVID-19 pandemic shutdown.

implementation plans, pursue institutional external funding and provide detailed data analyses for campus reporting. This shared-services, consultancy model encourages and nurtures learning, offers support services and leads specific DI&A initiatives central to our Strategic Plan goals. Mines DI&A is led by the presidential faculty fellow for access, attainment and diversity, which is a rotating leadership position currently held by Dr. Amy Landis.

This component of a shared responsibility replaces the original idea and intent behind "instituting a campus hub" so DI&A is evenly distributed among all departments and units across campus. This model is similar to the shared services approach utilized by Mines Administrative and Processing Services (MAPS). Mines DI&A staff and web pages are a point-source for information, support and services. Mines DI&A leverages the shared consultancy model, and, depending on the nature of requests received, staff engage with other groups on campus to help meet needs for information and services.

<sup>40</sup> [online.mines.edu/continuity/](https://online.mines.edu/continuity/)

<sup>41</sup> [mines.edu/diversity/wp-content/uploads/sites/278/2020/04/DIA-at-Mines-2020-2025.pdf](https://mines.edu/diversity/wp-content/uploads/sites/278/2020/04/DIA-at-Mines-2020-2025.pdf)

# DI&A: A Shared Services Consultancy Model

## Mines DI&A-led initiatives

- Campus reporting on strategic plan
- Data collection and analysis
- Facilitate Mines DI&A Council
- Foster dialogue and learning
- Promote shared responsibility
- Represent Mines
- Secure external funding

## Collaborative programming

- Accessibility
- Campus climate
- Communities of Scholars
- DI&A in performance evaluations
- Hiring Excellence
- Inclusive classrooms
- K-14 recruitment
- Mines Community Alliances
- Mines Mentoring Program

## Support services

- Ad hoc data requests
- Assistance with grants, programming and awards
- Expert consultation
- Support for individual Implementation plans

## Foster dialogue: Ongoing and future activities

- **Expand the #OrediggersForEquity** campaign to increase participation and reach throughout the Mines community
- Continue collaborating with Mines' Communications and Marketing team to **deliver timely DI&A-related communications** to campus
- **Grow the number of Fostering Dialogue activities** by other units across campus
- Cultivate DI&A champions across all Mines community members to **reinforce the shared services consultancy model**

