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## REWARDS AND RECOGNITION

As shared responsibility is central to Mines DI&A activities, it is important to reward and recognize those who find ways to support DI&A across campus and contribute to its success. Formal recognition validates the work and encourages sustained efforts.

**DI&A  
Strategic Plan  
Recommendation**

### **Form Mines DI&A community grants program to encourage and reward grassroots activities**

Established in 2019, community grants are awarded based on alignment with the DI&A Strategic Plan, number of campus community members impacted and contribution to campus inclusion. Proposals are accepted<sup>42</sup> on a rolling basis and must be submitted no later than four weeks before funding is needed.

To date, three proposals were submitted, and one was awarded. The Department of Geology and Geological Engineering received \$500 to host Dr. Jane Willenbring

who give three talks during a visit to Mines in February 2019. Dr. Willenbring is credited with bringing national attention to the #MeToo movement in academia with a 2016 Title IX complaint against her graduate school adviser. These events increased awareness of harassment and discrimination which affect the success of women and those underrepresented in STEM.

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<sup>42</sup> [mines.edu/diversity/awards-grants/](https://mines.edu/diversity/awards-grants/)

## Establish awards, recognition and promotion publicizing and recognizing individuals and units that have demonstrated successful DI&A efforts

Starting in 2019, Mines created two new sets of Mines DI&A awards: one for implementation plans and reports and another for the broader campus community. President Johnson and a panel of experts review every unit implementation plan report and give out awards for innovation and commitment.

For the 2019-2020 academic year, Mines DI&A honored five individuals, one professional organization and one student organization for their exemplary contributions to enhance the campus climate and create an inclusive campus for the diverse communities we serve.

### 2019 Inaugural DI&A Implementation Plan Awards:

- **President's Academic Program Award: Computer Science**
- **President's Non-academic Program Award: Research and Technology Transfer (RTT)**
- **Cultivating a Culture of Inclusion Award: Trefny Innovative Instruction Center**
- **Creative Programming Award: CLASS**
- **Supporting Student Retention Award: WISEM**
- **Institutional Engagement Award: ITS**

## Pursue external sources of funding to support DI&A programs and institutional transformation

To bolster DI&A efforts, Mines pursues external sources of funding to support programs and drive innovative change. This is done in three ways: 1) Mines DI&A-led federal and state funding grant opportunities, 2) support faculty-led funding and 3) corporate and private partnerships and donations in collaboration with the Mines Foundation.

From 2019 to 2020, Mines DI&A led six federal proposals and two local proposals totaling over \$17.3 million. Some are still under review, and others were invited for re-submission. One has been awarded to date—a \$300,000 NSF grant awarded to Dr. Landis (Mines DI&A) and Dr. Hermundstad-Nave (Trefny Center) to support inclusive classrooms at Mines.

RTT and Mines DI&A developed a menu of DI&A programs faculty could integrate into the proposals they lead. Through this menu, faculty work with Mines DI&A to customize DI&A programming to fit their individual research projects, support DI&A across Mines and increase the competitiveness of their proposals<sup>43</sup>. Since 2019, RTT has connected 11 proposal teams to Mines DI&A for help with proposals and letters of collaboration.

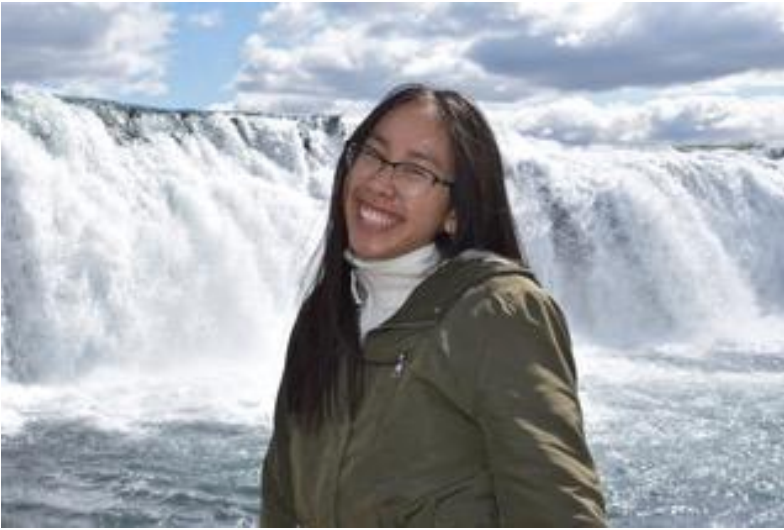
RTT's goal is to promote interest and support development of proposals intended to increase the diversity of Mines' undergraduate, graduate student and faculty populations

(e.g., NSF S-STEM<sup>44</sup>, NSF ADVANCE). As of summer 2020, RTT supported Mines faculty in submitting six full proposals and two pre-proposals specifically aimed at DI&A. Out of the six submissions, one pre-proposal advanced to the next stage, one was not funded and four are still waiting a response from NSF.

Mines has worked closely with the Colorado School of Mines Foundation to support Mines DI&A-related programs and activities for more than 60 years. Early private funding focused on small scholarships and expanded to start programs, including Summer Multicultural Engineering Training (SUMMET) in 1971, MEP in 1989 and WISEM in 1997. From 2010-2020, private support for DI&A was four times higher than the amount received from 2000-2010. The number of recipient programs and activities also continued to increase. Support has been provided to disability services, veterans services, first-generation students, the Challenge Bridge program retention-related activities, emergency funds for students, faculty and staff and DI&A activities, such as the Mines Mentoring Program, DI&A Ambassadors and campus survey efforts. Since 2010, more than \$2 million has been contributed to support scholarships which benefit underrepresented students.

<sup>43</sup> mines.edu/diversity/grant-proposal-support/

<sup>44</sup> nsf.gov/funding/pgm\_summ.jsp?pims\_id=5257



**"I think it is important for other people to give back and/or pay it forward, because in doing so, you are bettering yourself and your community. Especially in college, the opportunities granted to us give us the tools to be a better person to eventually benefit society. Imagine all the opportunities lost without these generous donors."**

**Kayla Benson**  
**Class of 2023**

## Rewards and recognition: Ongoing and future activities

- Work with Mines Foundation to **expand DI&A funding**
- Encourage current **donors to support their interests**
- Increase support for **specific areas of interest** (e.g. first-generation, veterans, scholarships)
- Identify and apply for **large federal and foundation awards**
- Invite **new donors to provide general support for the DI&A initiative** and the long-term goal of culture change

