**DI&A programs to support proposals & grants**

DI&A has developed a menu of evidence-based programs that you can include in proposals, complete with background information, references, and options at different price points. This list should serves as a starting point. Contact us for the full text that you can include in your proposal and to collaborate with us to customize these programs for your specific proposal. The idea behind these offerings is not to simply check DI&A boxes, but that collectively, we all will have more impact if we collaborate and leverage programs and resources that are already in place.

For more information, or for a letter of support or collaboration, contact Dr. Amy E. Landis (amylandis@mines.edu) Alyssa Von Lehman Lopez (avonlehmanlopez@mines.edu) or visit <https://www.mines.edu/diversity>.

## Overview of DI&A requirements in federal proposals:

NSF for most proposals requires a statement on broadening participation and/or diversity, equity & inclusion. DOE now requires similar statements. USDA and other federal agencies are developing similar requirements. For large proposals, a successful DI&A approach must include three components: 1) recruitment, 2) culture of inclusion for retention & success, 3) measurement of impact. Other areas that are a bonus for NSF and required for some DOE programs is outreach, community engagement, and research on social justice and equity for the system of study.

## Broadening Participation via Student Recruitment

Research shows that making personal and meaningful contact with potential underrepresented students, in coordination with a university-wide recruitment program and a strong commitment to DI&A, can improve the diversity of applicant pools. DI&A will collaborate to diversify students in your recruitment efforts.

## Mentoring programs

High quality mentoring programs for students and faculty in STEM yield many benefits, but unfortunately people from underrepresented groups tend to have limited access to these opportunities. You can enroll your entire team in the Mines-wide mentoring program, and even create a custom track for your program.

## Unconscious bias & minimizing microaggressions workshops

We all bring unconscious bias to our interactions with others. DI&A offers 5 different workshops on demand: ***Minimizing Unconscious Bias*** can help during recruitment, grading, evaluations, etc, while ***Mitigating Microaggressions*** trains people to intervene when they experience a microaggression. These workshops are for ALL PIs and students and can help foster an inclusive research culture and broaden participation through hiring decisions.

## Fostering an inclusive research culture

Inclusion is critical to encourage participation, foster innovation, support career growth, and retain diverse populations of students and faculty. DI&A offers coaching and workshops to help research groups, large and small, plan for and implement strategies successfully cultivate an inclusive research culture.

## Inclusive classrooms

DI&A and Trefny have an inclusive classroom checklist that you can use to improve your classroom climate. Trefny also offers a workshop on inclusive classrooms that you can request and integrate into your proposal; particularly useful for education and workforce development proposals.

## Advocates & Allies

DI&A Advocates help to mentor and train people to be allies for equity. DI&A can help you create your own advocate group, or request that our DI&A Advocates give ally workshops for your team.

## Learning Communities for teaching, unconscious bias, microaggressions

DI&A supports biweekly learning communities (LCs) to help the campus community practice DI&A skills; these include an inclusive and equitable classroom LC sponsored in collaboration with Trefny and a DI&A unconscious bias and microaggressions learning community where participants practice identifying, minimizing, and intervening when unconscious bias and microaggressions happen.

## Climate survey

Women and underrepresented groups in STEM are likely to encounter gender and racially stigmatizing experiences in daily academic life. DI&A’s Climate surveys can help you understand the baseline climate in your group, identify problem areas to address, and measure progress as you implement strategies to improve the climate.

## Girls Lead the Way (High school outreach via WISEM)

The annual Girls Lead the Way conference welcomes approximately 200 high school girls to a full day event, introducing them to engineering, and the Mines campus. Participants leave more aware of the wide variety of careers available to them, and more confident that they have the ability to succeed in pursuit of their passions.

## Girl Scout Engineering Day (4th & 5th grade outreach via WISEM)

Girl Scout Engineering Day is one of WISEM’s signature outreach events and is an exciting and rewarding venue for our members to share their love of STEM with aspiring young scientists and engineers.

## Other: DI&A text for Facilities, DI&A at Mines, etc

DI&A has other resources and text available for you to use in your proposals; contact us for more information. Examples include:

* Facilitites text describing Mines DI&A resources
* Overview of DI&A at Mines
* Summary of DI&A data at Mines
* Corporate and Alumni external advisory boards
* DI&A Council with access to DI&A experts and ambassadors across campus