

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. The programs are briefly described below. For more information, or for a letter of support or collaboration, contact Dr. Amy E. Landis (amylandis@mines.edu) or visit <https://www.mines.edu/diversity>.

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 recommends a variety of strategies to diversify students in your group.

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. We are adding a new mentoring software available to the entire Mines community.

Unconscious bias training

We all bring unconscious bias to our interactions with others. Unconscious bias training for ALL PIs and students 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. To successfully cultivate an inclusive research culture, we must have committed leadership, DI&A woven throughout the fabric of our program, and data that we measure and share.

Communicating science & Impostor syndrome workshop

Women and URM's tend to suffer from impostor syndrome, which impacts the way they communicate and how others interact with them. DI&A hosts an interactive workshop on communication and impostor syndrome.

Climate survey

Women and underrepresented groups in STEM are likely to encounter gender and racially stigmatizing experiences in daily academic life. 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.

K-14 outreach and collaborations

We are developing a K-14 outreach center that will have programming and relationships with pipeline schools that PIs can tap into, increasing the effect of Broader Impacts activities.

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.