



Sparks for Change

Leading diversity in the geosciences

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<https://scied.ucar.edu/soars/sparks>

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Problem

Despite years of investment to help recruit underrepresented students in the geosciences into early career faculty positions, we still do not see *meaningful* numbers of underrepresented faculty in tenured positions or institutional leadership positions.



Sparks for
Change
recognizes two
main ideas:

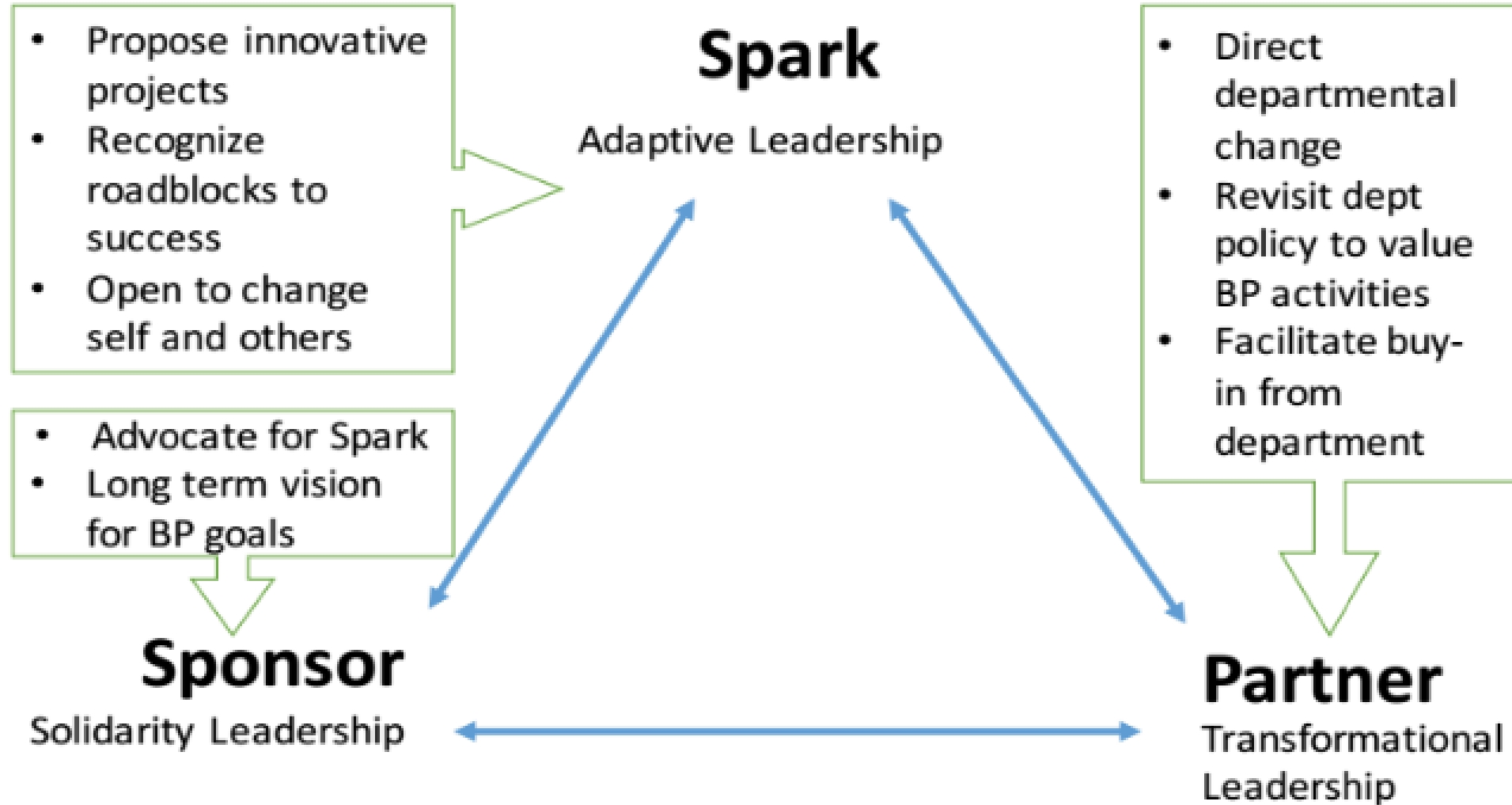
The work of broadening participation often falls on early career and minority faculty, competing with activities valued for tenure and promotion

Most departments generally support the ideas of inclusion and broadening participation but **institutional inertia** impacts efforts to change

Intervention

- Support career progression
- Develop leadership to overcome institutional inertia
- Empower culture change
- Create a mechanism for the transfer of information
- Build a community of “champions for diversity”

Small Groups as Agents for Change





September 18 – 20, 2017

- **Day 1** – Building a supportive community and learning about the initial components of leadership development
- **Day 2** – Sharing specific institutional knowledge and discussing how different leadership behaviors can effect change. Development of action plans.
- **Day 3** – Group presentations and feedback

Sparks for Change Institute

Impact

- **Improved leadership skills and increased accountability** for DEI, particularly within the partners and sponsors
- The small group model appears to be **successful as a mechanism** for action toward supporting URM faculty and culture change
- The Sparks for Change workshop created an **inter-institutional and diverse community of champions**



Challenges

- Communication
- Competing priorities and engagement
- Managing opposition to ideas



Lessons Learned



- Action plans
- Finding ways to connect (voluntary, small group)
- Leveraging diverse leadership experiences and resources

Where our community is heading

- Leadership and engagement
- Supplement for this program was recently funded
 - Opportunity to train more people involved in wanting to do this work
 - Build community of change leaders

SO, YOU'RE IN CHARGE OF A DEI CULTURE CHANGE PROGRAM ON YOUR CAMPUS. WHAT NOW?

YOUR COHORT MATTERS

BUILD A NETWORK OF COLLABORATORS WITH EXPERTISE IN DIVERSITY, EQUITY, INCLUSION, SOCIAL JUSTICE AND LEADERSHIP ACROSS CAMPUS

TIME IS PRECIOUS

LAY OUT YOUR TIME AND EMOTIONAL LABOR COMMITMENTS IN ADVANCE

DEVELOP AN ACTION PLAN

THEY ARE A VALUABLE WAY TO FOCUS EFFORTS AND SPARK CHANGE

FLEXIBILITY IS VITAL

BE WILLING TO ADAPT TO MEET THE NEEDS OF YOUR PARTICIPANTS AND BE SUPPORTIVE WHEN PROGRESS IS SLOW

ENGAGE AND GROW

BY ENGAGING DEEPLY AND ADAPTING AND LEARNING FROM PARTICIPANTS, THE PROGRAM BECOMES STRONGER

CELEBRATE PROGRESS

LOOK FOR INDICATORS LIKE CHANGES IN SELF IDENTITY, DEI ENGAGEMENT, COLLABORATIONS AND CONNECTIONS



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SO, YOU JUST HIRED AN UNDERREPRESENTED FACULTY MEMBER. HOW CAN YOU SUPPORT THEM IN BROADENING PARTICIPATION?

BP WORK IS TIME AND EMOTION-INTENSIVE

IF THIS IS PART OF THEIR RESPONSIBILITY, PROVIDE TIME AND REWARD THESE EFFORTS

DISTRIBUTE BP WORK

HAVING EVERYONE IN THE DEPARTMENT CONTRIBUTE SUPPORTS URM FACULTY SUCCESS AND BUILDS A CULTURE OF INCLUSION

SUPPORT BP RESEARCH

REWARD PRESENTING, PUBLISHING AND PARTICIPATING IN RESEARCH-BASED BP COMMUNITIES

MENTORS SHOULD PROTECT

HAVING A MORE SENIOR FACULTY MEMBER ACTIVELY PAYING ATTENTION AND ADVOCATING DEPARTMENT BP VALUES IS VITAL

BP WORK IS INHERENTLY HUMAN

LEARN FROM SOCIAL SCIENTISTS AND ORGANIZATIONAL SCHOLARS. PROGRESS WILL LOOK DIFFERENT FROM A CONTROLLED SCIENTIFIC EXPERIMENT

SERVICE IS LEADERSHIP

REFRAMING SERVICE AS LEADERSHIP CHANGES THE VALUE WE PUT ON THIS WORK AND HELPS SPARK CULTURAL CHANGE



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