Toolkits for Inclusion, Broader Impacts & Outreach

Fuel Your Funding Series
Spring 2024

INTRODUCTIONS

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Upcoming

FEBRUARY & MARCH	APRIL 1		ORED WORKSHOPS
	Authentic & Meaningful Participant Engagement		

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Overview

PROPOSAL WRITING RESOURCES

New resources on our website

OIDI.MSSTATE.EDU

The Office of Inclusive Excellence is eager to collaborate with PIs across campus on research, proposal preparation, and initiative evaluation. With more funders requiring or encouraging PIs to address important topics like inclusive recruitment practices, post doctoral and graduate student mentorship plans, broader social impacts and the like, OIDI is here to help.

Some resources for PIs as they prepare proposals and research include:

- National Science Foundation Diversity Initiatives Overview
- U.S. Department of Agriculture Equity Priorities
- National Aeronautics & Space Administration Equity Plan

Common Diversity Elements

Inclusive Recruiting Plan	Institutional plan or statement	Broader Impacts writing
PI Diversity statement	Workshops, Trainings, custom plans	Inclusive Environments Plan

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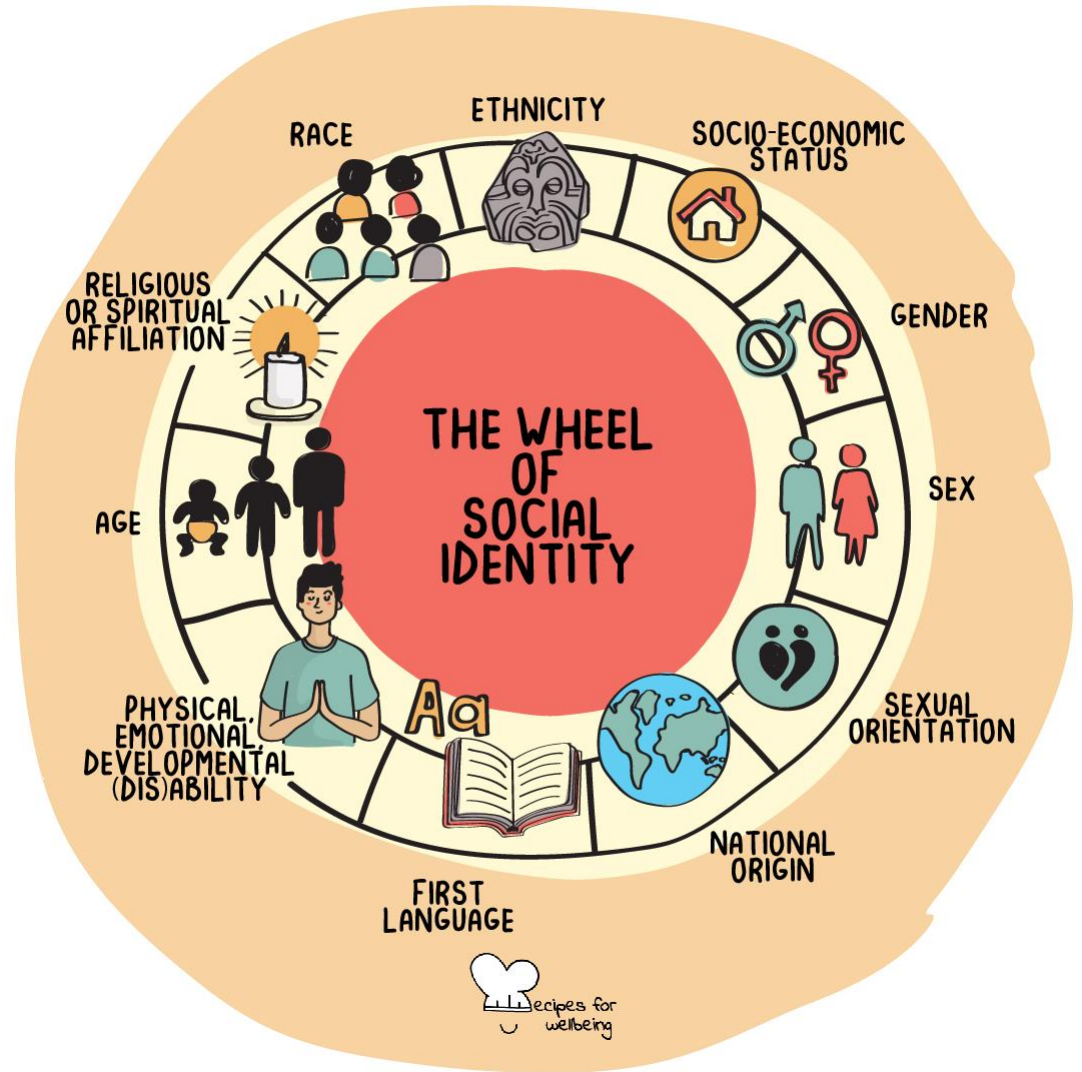DIVISION OF ACCESS, DIVERSITY AND INCLUSION

Common terms & Key Elements

Key Words & Phrases

- DEI or DEIB or DEIAB or Belonging or Inclusion
- Diversity, Equity & Inclusion
- Diversity, Equity, Inclusion, Belonging
- Diversity, Equity, Inclusion, Allyship, Belonging
- Belonging- sense that this is a place where you can thrive and have the support and resources to do so
- Access- get in the door and have the tools to thrive

WHAT ARE THEY TALKING ABOUT?

The Wheel of Social Identity

- ETHNICITY
- RACE
- SOCIO-ECONOMIC STATUS
- GENDER
- SEX
- SEXUAL ORIENTATION
- NATIONAL ORIGIN
- FIRST LANGUAGE
- PHYSICAL, EMOTIONAL, DEVELOPMENTAL (DIS)ABILITY
- AGE
- RELIGIOUS OR SPIRITUAL AFFILIATION

Recipes for wellbeing

Key Words By Funder

- Department of Defense: DEI
- USDA: Equity, Access
- NSF: Diversity initiatives, global community/society
- NASA: Diversity & inclusion
- NIH: Diversity, safe environments, underrepresented racial & ethnic groups
- DOE: Equity, diversity, teacher inclusion

Key Concepts

- Person-First Language
- Asset-Based Writing & Thinking

Using Language Wisely

Person First Language

- Addresses the person before the identity
- Does not ignore or diminish the identity, just focuses on our shared humanity
- Helps to eliminate stereotypes, makes people feel good about themselves

- Blind guy

- Autistic kid

- Dave, who is visually impaired

- Kid with autism/on the spectrum

Person First Language in Grants

Minorities

People from racially underrepresented backgrounds

People of color

Genders underrepresented in STEM fields

Person First Language in Grants

Pell-eligible students

Poor people

Students at Title V schools
Students on free or reduced lunch

People with limited incomes
Households earning less than $XX

Person First Language in Grants

People with disabilities

Disabled

People on the autism spectrum
People who use mobility aids

People who self-identify as...

Person First Language in Grants

- Black or African Americans
- Hispanic/Latinx
- Asians/Asian-Americans
- Indigenous or Native
- Pacific Islander, Alaska Native

People of color

The Person is Never the Problem

- We aren't trying to fix people
- We are trying to fix the systems that people must navigate
- Systems keep people from being successful
- Every person has the capacity for success in their own way

ASSET-BASED THINKING & WRITING

You're on a diet and you deviate
from it and each a bunch of pizza

Tell yourself it's ok,
and try to eat a
healthy dinner and
take a walk

Go buck wild- you
already ruined your
diet, and eat
EVERYTHING

DEFICIT

ASSET

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Asset–Based Thinking & Writing

Writing a grant to get scholarship money for minorities in STEM fields.

Deficit

Asset

Tools & crowdsourcing

NSF: Broadening Participation

Increase Workforce Diversity	Create Inclusive Workforces	Develop leaders of the future
Recruit Underrepresented students	Workshops, Trainings, custom plans	Trainings, mentoring

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BROADER IMPACTS: POTENTIAL TO BENEFIT SOCIETY AND CONTRIBUTE TO THE ACHIEVEMENT OF SPECIFIC, DESIRED SOCIETAL OUTCOMES

- NSF always, but increasingly other funders

  - Research itself contributes to societal problems or breakthroughs

  - Activities related to the research projects—often, training ground (e.g., for undergraduates or graduate students, early career scientists, REU, Postdoc mentoring plan)

  - Activities supported by an complementary to the project—educational workshops, teacher training, communicating science to broad audiences, etc.

OFFICE OF INCLUSIVE EXCELLENCE GRANTS SITE

- Links to diversity & inclusion resources for each of our major funders
- A few items we have linked for you:
  - GanttProject Management
  - Logic Model Development Guide
  - Advancing Research Impact in Society (ARIS)
  - Pivot
  - Zotero

Office of Inclusive Excellence Grants Site

- Visuals and Planning
  - Canva
  - Microsoft Whiteboard
  - LucidChart
  - Trello
  - BioRender

- Assessments & Evaluations
  - Qualtrics
  - Center for Evaluation & Research
  - Microsoft BI
  - MS State Libraries

What Will You write For?

Turn & discuss

QUESTIONS