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from lowans.

Greatness **STEMs**  
from inspiring  
imagination.

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STEM Equity Working Group

June 30, 2016

Iowa Governor's STEM Advisory Council

# Charge and Vision

**Charge:** Study effectiveness of current programs in reaching students of diversity then prescribe recommendations for further engaging students of diversity in STEM programs of the council.

**Vision:** Ensure access to the STEM pathway for all Iowa students by bridging key points of attrition through inclusive programs and practices.

DIVERSITY  
Language  
Race  
Color  
Disability  
National Origin  
Sex  
Age  
Religion  
Sexual  
Orientation  
Gender Identity  
Genetic  
Information  
Socioeconomic  
Status  
Veteran Status  
Family Structure

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# What is Diversity?

Diversity includes, but is not limited to, characteristics such as language, race, color, disability, national origin, sex, age, religion, sexual orientation, gender identity, genetic information, socioeconomic status, veteran status, and family structures.

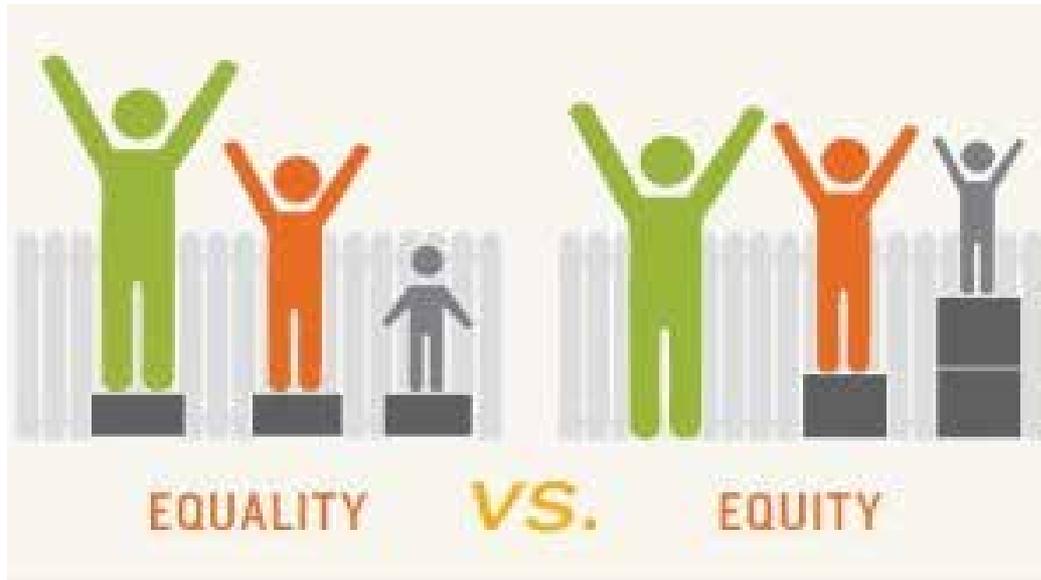
-United States Department of Education

Source: <http://www2.ed.gov/about/jobs/work/diversity-inclusion-plan.doc>

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# What is Equity?



**DIVERSITY**  
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Source: Race Equity and Inclusion Action Guide, Annie E. Casey Foundation,  
[http://www.aecf.org/m/resourcedoc/AECF\\_EmbracingEquity7Steps-2014.pdf#page=8](http://www.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf#page=8)

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# What is Inclusion?

Inclusion includes, but is not limited to, public, private, homeschool, virtual, formal, or informal learning environments

-Iowa STEM Equity Working Group

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# Recommendation #1

## Define

- Diversity
- Inclusion

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# Recommendation #2

## Scale-Up Program Enhancements

- Provider Application
- Scale-Up Application
- Professional Development

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# Recommendation #3

## Messaging *STEM for All*

- External Audit of Messaging
- Equity Messaging Resources
- Accessible Messaging

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# Recommendation #4

## Enhancing Existing Iowa STEM Programs

- I.O.W.A. STEM Teacher Award
- STEM BEST (Businesses Engaging Students & Teachers)
- STEM RLE (Redesigned Learning Environments)

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# Recommendation # 5

## Redistribution of Funds to Address Equity Needs

- Equity Professional Development
- Partner with Business, Industry and Higher Education
- Partner with Iowa Department of Education and Area Education Agencies

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# Recommendation #6

## Data Tracking

- Diversity Data Dashboard or Map
- Longitudinal Data
- Disaggregate Data

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# Question & Answer

## Recommendations from Working Group

1. Define Diversity & Inclusion
2. Scale-Up Program Enhancements
3. Messaging *STEM for All*
4. Enhancing Existing Iowa STEM Programs
5. Redistribution of Funds
6. Data Tracking

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