

**STEM Equity Working Group  
White Paper**

**Presented by:** Molly Faber, Northwest STEM Hub; Paul Gibbins, North Central STEM Hub; David Barajas, Marshalltown Regional Partnership; Jenny Becker, Rockwell Collins; John Bedward, Buena Vista University; Lora Leigh Chrystal, Iowa State University; Elizabeth Golovatski, Central College; Sue Hoffman, Hawkeye Community College; Lori Ihrig, University of Iowa; Staci Kramer, Iowa Works; Chelle Lehman, University of Iowa; Matt McDonald, Principal Financial; Elizabeth Reetz, Office of State Archeologist; Sarah Rosenblum, Marshalltown Public Library; Clemencia Spizzirri, Iowa Department of Education; Camille Sloan-Schroeder, Iowa State University; Christopher Soldat, Grant Wood Area Education Association; Carl Turner, Storm Lake Community School District.

**Charge to committee:** 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.

**Recommendations:**

1. Define Diversity and Inclusion
  - a. 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. Source: U.S. Department of Education  
<http://www2.ed.gov/about/jobs/work/diversity-inclusion-plan.doc>
  - b. Inclusion includes, but is not limited to, public, private, homeschool, virtual, formal or informal learning environments. Source: STEM Equity Working Group
2. Scale-Up Program Enhancements
  - a. Provider Application: (1) How does the program serve and represent diversity? (2) How will the professional development implement a diversity component? (3) How will Iowa STEM promote the application of programs that are inclusive?
  - b. Scale-Up Application: (1) Addition of specific, quantifiable questions on application regarding measures of equity, i.e. gender, socioeconomic status, spoken language, etc. (2) Modify the open ended question on equity to include how the applicant's plan for implementation would address equity concerns and issues.
  - c. Professional Development: Develop Iowa STEM Equity guidelines or best practices for professional development to be utilized by scale-up providers.
3. Messaging *STEM for All*
  - a. External Audit of Messaging: To include current materials with the intent of evaluating the extent to which they reflect the goal of *STEM for All*.

