

MARCH 2021

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



Happy Women's History Month

March is set apart to celebrate and remember the vital role of women in American history. In honor of, travel with us as we take a journey through archives (thanks, WISEM!) and recognize the women who were among the firsts at Mines.

- **Florence Caldwell**, the first woman graduate, civil engineering, class of 1898.
- **Joan Bacon**, the first woman elected to the "Who's Who in American Universities and Colleges" and the first to wear the coveted Senior Stetson – usually worn by men (1960s).
- **Barbara Fisk**, the first female faculty member - she taught fine arts appreciation two days a week (1968).
- **June Leaver**, the first woman student representative to Mines Board of Trustees (1980s).
- **Priscilla Thompson**, the first woman to build and row a concrete canoe in the American Society of Civil Engineers competition (1990s).
- **Michelle Moorman**, the first woman student body President (2004).

There is still time to participate in WISEM's Women History Month events. We hope you'll join the upcoming virtual learning opportunities featured in the save-the-date section in this month's digest.

Dr. Amy E. Landis, Heather Houlton and Kelly Knechtel
Mines DI&A

Engineering Change comes to Mines



Engineering Change LIVE!

Tuesday, March 16
3:00 p.m. MT

**The Making of
Engineering Change**

Tuesday, March 23
3:00 p.m. MT

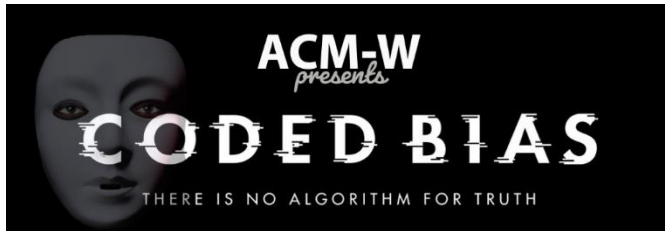
**Engineering Change
Live Podcast Recording**



Are you interested in how you can you turn your passion and your purpose into a podcast? Join us Tuesday, March 16 at 3:00 PM, MDT to find out! Dr. Yvette E. Pearson, host of Engineering Change Podcast, and Associate Dean in the Brown School of Engineering at Rice University, will be LIVE at Mines (virtually) for "The Making of Engineering Change." Rooted in diversity, inclusion and equity best practices, Dr. Pearson is

working to RE-imagine who we see as engineers and what we see as engineering, DE-silo academic programs and problem solving, and FINE-tune academic climate and culture so everyone can succeed. She'll share insights on why Engineering Change was created, how she manages difficult conversations, and lessons learned about podcasting. Plus, she'll answer YOUR questions on any of these topics and others you have about her journey toward Engineering Change. [RSVP](#) and submit your questions by end of day Monday, March 15.

Coded Bias, virtual film screening and panel discussion



Injustice takes many shapes and forms. When it comes to tech, we find it there, too. Join Mines Association for Computing Machinery-women to learn about algorithmic injustice, how it impacts our world, and what we can do to make a difference on our own campus and

in our communities. An on-demand film screening of [Coded Bias: There is No Algorithm for Truth](#) is available March 12-18, 2021. Access code "CSMMOV21." A Q&A panel discussion with the filmmaker, Shalini Kantayya, accompanies on March 18 at 7:00 PM, MDT.

Orediggers help Orediggers in need



While we're turning the tide on COVID-19, there remains a high need for Blaster's Basket-Mines food pantry, and care package items for students in quarantine. We know we can count on the Oredigger community to help. Most needed items for Blaster's Basket include non-perishable food products such as granola bars, breakfast pastries, noodle entrees, cereal, canned fruit, peanut butter, canned chicken or tuna. Quarantine care package needs include puzzles/games, coloring books, candy, and letters of encouragement.

Donations will be accepted at two drive-up/drop-off dates: March 16, 7:30-9:00 AM, 3:30-5:00 PM (faculty and staff) and March 31, 9:00 AM-6:00 PM (alumni and friends). Location: Lot Y (parking lot behind the traditional residence halls). Let's show up big, Orediggers!

Accepting applications for DI&A Fellows through March 19

We are excited to announce an opportunity for faculty and staff to engage more deeply in DI&A at Mines by becoming a DI&A Fellow. The next DI&A Fellows will be awarded early April 2021. Each fellowship is awarded for a one-year period and the recipients will receive \$10,000 discretionary funds. The DI&A Fellows program recognizes highly accomplished and motivated faculty and staff for their exceptional DI&A leadership and service. This program provides support for faculty and staff to gain leadership experience and drive institutional change at Mines without having to move into a formal administrative role. The two selected Fellows will have important leadership roles as they will each drive a strategic initiative and/or program that furthers the vision and mission of Mines DI&A. DI&A Fellows will learn about all the innerworkings of Mines DI&A and serve as a representative for campus internally and externally. [View full announcement](#) and submission request.

HASS incorporates DI&A in Nature and Human Values class

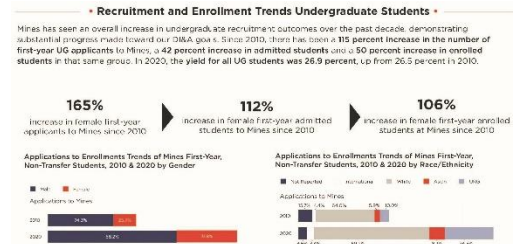
Nature and Human Values - a Mines first-year course that combines professional ethics and composition - has always foregrounded conversations about morality and justice. However, the events of 2020 allowed the instructors to make sure DI&A issues were integrated even more firmly into the most basic structures of the class. With the necessary switch to a virtual, recorded lecture series, course coordinator Dr. Shannon Mancus worked with HASS faculty lecturers to help weave definitions, theories, and discussions about justice through the semester in ways that built on previous content. Every NHV faculty member who leads the seminar-style discussion sections that make up the majority of NHV class time has pledged to make sure the readings on their syllabus are drawn from diverse voices. These changes have already resulted in deeper and more meaningful conversations about ethics, history, and culture in the classrooms.

Arthur Lakes Library fosters dialogue through Community Conversations



Community Conversations is an event series about race, ethics, and equity. Next month, the Library welcomes Maribel Colome, a social worker in forensic and adult education settings, and advocate for marginalized groups and Betsy Chahanthpaseuth, a social worker with specialty helping individuals and groups navigate psycho-social challenges, self-identity, life transitions, grief and loss, and trauma. April's conversation is a two-part discussion about privilege: [April 5](#) and [April 12](#), noon-2:00 PM, MDT. Maribel and Betsy will approach this topic in a space of education, self-identification, and assume a non-judgmental stance while leading through a multicultural, intersectional lens.

Mines DI&A Annual Report releases to campus on March 23



Curious to see how Mines has improved its diversity, sense of inclusion on campus, and its accessibility over the past 10 years? We are excited to announce the first DI&A Annual Report will be published on March 23rd so you can see for yourself. Included in the report is an overview of high-level data spanning back as far as 2010, updates to the Strategic Plan for DI&A as a result of the BIPOC listening

sessions with leadership, and updates on progress made on each of the 24 strategic plan recommendations! There is also a 2-page “data snapshot” where you can see some of the big-picture trends, which can be downloaded as a separate PDF and distributed to friends and colleagues on campus. Be on the lookout for the publication announcement coming soon in the Daily Blast!

Welcome, SWiC + Allies! One of the newest student organizations on campus

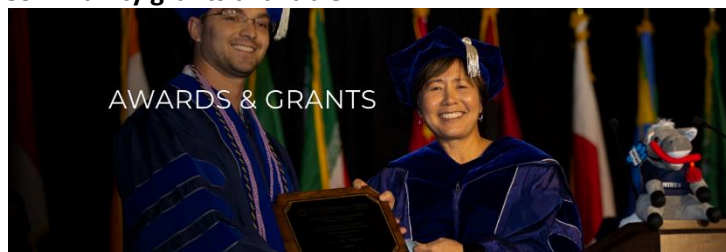
Society
of Women
in Chemistry
♀ allies



Society of women in chemistry plus allies (SWiC) is a group of students and postdocs in chemistry and chemistry-related fields. They are an enthusiastic group, welcoming of all people interested in supporting the professional development of female and non-binary students in chemistry. They create dialogue around topics such as being a woman in science, family, and career choices through invited speakers and DI&A workshops. SWiC is also focused on community outreach, where members inspire K-12 students to learn about chemistry and provide younger students with female role models. If you are interested in joining or collaborating with SWiC, connect with Emily Sabo (graduate co-chair): esabo@mymail.mines.edu or stay up-to-date on their

activity via Instagram: [@Mines SWiC](https://www.instagram.com/@Mines_SWiC).

Community grants available



Funding is available for your DI&A programs! Mines DI&A recognizes and supports diversity initiatives with impact through community grants. Grant money is given to a Mines individual or group who actively promotes inclusive excellence and contributes to and

enhances the campus climate through a sustained commitment to improve opportunities for the diverse communities we serve. [Grant applications](#) are accepted and reviewed on a rolling basis through the end of the fiscal year (June 30, 2021).

Nominate a colleague or peer for the 2021 DI&A awards

The annual award nomination period runs through April 13. There are many outstanding faculty, staff, students and groups who are worthy of recognition. Consider highlighting their efforts by [submitting a nomination](#) not only to elevate their work across campus, but as a word of thanks. Award recipients

demonstrate an exceptional understanding of diversity and inclusiveness as represented by their efforts to:

- enhance inclusion through positive foster dialogue communication between persons of diverse backgrounds,
 - promote an environment free from bias and discrimination,
 - raise awareness and lead initiatives that advance diversity, equity, accessibility, and inclusion,
 - support efforts in Mines DI&A Strategic Plan, and/or
 - serve as a catalyst for change in the areas of diversity, equity, accessibility, and inclusion.
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Save the dates

Hyperlinks = virtual meeting access information. *All times are Mountain Daylight Time.*

- **3/12-18 @ [On-demand](#)** screening of Coded Bias: There is No Algorithm for Truth, presented by ACM-W
- **3/16 @ [3:00 PM](#)** Engineering Change live webinar. *So, you want to host a podcast?*
- **3/17 @ [3:00 PM](#)** Wednesday with WISEM, featuring Dr. Kim Williams (Women's History Month event)
- **3/18 @ [7:00 PM](#)** Q&A with Coded Bias filmmaker, Shalini Kantayya
- **3/23 @ [3:00 PM](#)** Engineering Change live podcast recording: LIVE with Mines
- **3/24 @ [12:00 PM](#)** Virtual lunch with SWE, featuring Jen Garrett of She's Got Game: "How to Move the Ball: Thriving in your Career" (WHM event)
- **3/25 @ [11:30 AM](#)** Unconscious bias & microaggressions bystander learning community
- **3/31 @ [noon-2:00 PM](#)** AAUW Salary Negotiation Skills for Women presented by Mines Career Center (WHM event-registration required)
- **4/5 @ [noon-2:00 PM](#)** Community Conversations: A conversations about privilege (part I)
- **4/12 @ [10:00 AM](#)** Mines DI&A Council meeting-general, open to the Mines community
- **4/12 @ [noon-2:00 PM](#)** Community Conversations: A conversations about privilege (part II)

As always, we welcome your ideas, thoughts and feedback at diversity@mines.edu. Thank you for being a member of an inclusive Oredigger community and an advocate and ally for positive social change.



mines.edu/diversity