Departmental Broadening Participation in Computing (BPC) Plan
Computer Science
University of North Carolina at Chapel Hill

Effective dates of Plan: 11/09/2022- 11/09/2024
Contact: DEI Coordinator (Briana Scurry, brianaes@unc.edu) and Associate Chair for DEI
(Brent Munsell, munsell@cs.unc.edu)

Context: The CS Department currently enrolls 31% women and 18% students from historically excluded racial and ethnic identities (i.e., 9% Black/African American, 8.5% Latino/a/x, and 1% Native/Indigenous populations). In a recent climate survey, 17% of respondents identified as first-generation college students. The current enrollment shows significant growth over the past 5 years and is a result of many of our current BPC activities and efforts but is still well short of reflecting the demographics of the general student population. With current research findings and climate survey data collected from departmental DEI leadership, the department has made significant steps towards becoming a more inclusive and equitable environment. However, this communication must be accompanied by action items that support the continued advocacy for advancement of historically excluded groups (i.e., women and members of historically excluded racial and ethnic groups) as outlined in the current BPC plan.

Goals: For the undergraduate, graduate and Computer Science faculty populations, our department's mission focuses on the following goals.
[G1] Increase the proportions of students from historically excluded racial and ethnic identities. We will target a 20% increase in undergraduates and graduate students from such groups specifically over the 2022-2024 academic years.
[G2] Foster an inclusive, supportive environment that engenders indistinguishable education and career success amongst all department/program constituents, and across all demographic features by facilitating adoption of known best practices by 2024.
[G3] Foster an inclusive culture among CS faculty members, with focus on encouraging and rewarding BPC efforts among faculty to   improve   the recruiting and retention of women and faculty with historically excluded racial and ethnic identities.

Activities and Measurement:
Undergraduate and graduate recruitment and retention [G1]:
- A1. **NEW**: Implement an undergraduate holistic admissions process that selects students that enter the CS major that value contributions to the department and overcoming adversity. Contact: Director of Undergraduate Studies, (kmp@cs.unc.edu).
- A2. **NEW**: Partner with local and regional minority serving institutions that facilitate immersive experiences for prospective graduate students who identify with a historically excluded gender or racial identity. Contact: External Relations (eklane@cs.unc.edu).
- A3. **ONGOING**: Train course staff in inclusive practices through an undergraduate learning assistant (LA) recruiting program, where LAs can enroll in a three-credit hour educational course that includes a 3-hour workshop (discuss pedagogy and concepts

such as goal motivation theory, implicit bias, micro-aggression, and active learning) and practicum (10 hours per week). <u>Contact</u>: Tessa Joseph-Nicholas (<u>nicolas@cs.unc.edu</u>).

A4. **NEW**: Develop an annual summer research experience for undergraduates (REU) with historically excluded identities. Students from surrounding colleges will participate in research and various activities and participate in bi-weekly DEI workshops. <u>Contact</u>: Cynthia Sturton (<u>csturton@cs.unc.edu</u>).

Success metrics: Absolute and relative growth in representation of women and Black/African American, Latino/a/x, and Native/Indigenous students. Retention/graduation rates of Black/African American and women students to match and exceed the general student body.

<u>Departmental Culture & Outreach</u>[G2]:

A5. **NEW**: CS ambassador program in which undergraduate and graduate students champion departmental diversity and inclusion efforts through social and pre-professional engagement. <u>Contact</u>: DEI Coordinator (<u>brianas@cs.unc.edu</u>).

A6. **ONGOING**: Engage with K-12 populations to increase access to and visibility of computer science amongst historically excluded students. <u>Contact</u>: DEI Coordinator (<u>brianas@cs.unc.edu</u>)

A7. **ONGOING**: Send undergraduate students to diversity-focused computing conferences each year (e.g., TAPIA, Grace Hopper, etc.). Through an application process the department provides scholarships. <u>Contact</u>: DEI Coordinator (<u>brianas@cs.unc.edu</u>).

A8. **NEW**: Develop a tailored program/initiative that requires continued engagement exceeding no less than thirty hours of engagement with, or education around issues related to diversity and inclusion within computer science for future and/or current undergraduate and graduate students. <u>Contact</u>: DEI Coordinator (<u>brianas@cs.unc.edu</u>)

Success metrics: Rate of student participation in community-strengthening events organized by clubs in our department. Rate of faculty participation in BPC efforts, including participation in community-strengthening events.

<u>Faculty Commitment [G3]</u>

A9. **ONGOING**: Implement use of structure, rubrics, and procedural methodologies to reduce bias in recruiting, mentoring, retention, and professional development at all levels. <u>Contact</u>: Department Chair, Samarjit Chakraborty, <u>samarjit@cs.unc.edu</u>).

A10. **ONGOING**: DEI Committee that includes students, faculty, and staff representatives, where the goal is to advance historically excluded groups in computer science. <u>Contact</u>: DEI Coordinator (<u>brianas@cs.unc.edu</u>).

A11. **NEW**: Run a   BPC training event every semester that discusses our department BPC plan, highlights activities and goals, and how to fit into their research proposals. <u>Contact</u>: Associate Chair for DEI (<u>munsell@cs.unc.edu</u>).

Success metrics: Climate surveys. Student evaluations and feedback/reviews. Rate of participation in BPC activities by CS faculty, including participation in mentoring activities.