

**Departmental BPC Plan
Information School
University of Washington**



Effective Dates of Plan: 09/16/2022- 09/16/2024

Contact: Anind K. Dey - Dean, Professor, anind@uw.edu

1. Context.

The University of Washington (UW) is a public research university located in Seattle, Washington. The UW research funding profile has grown greatly over the last 20 years with grant and contract totals of \$1.58B for FY19. The UW is ranked 10th in the U.S. News & World Report's Global University Rankings (ranked 2nd among public universities).

UW Information School (iSchool) Dean, Anind Dey, created and tasked the iSchool Office of Inclusion, Diversity, Equity, Access & Sovereignty (IDEAS) to increase the matriculation, retention and graduation of BIPOC students (Black, Indigenous, and People of Color - for this document, specifically Black/African American; Indigenous/Native American/Alaska Native/Pacific Islander; and Hispanic/Latinx) in our undergraduate Informatics (INFO) and PhD programs.

As of Autumn 2021, Black students accounted for 5.4% of our undergraduate students (increased from 2% in 2016) and 3.8% of our PhD students. Latinx students accounted for 3.6% of our undergraduate students (up from 2% in 2016) and 6.7% of our PhD students. Native American students accounted for <1% of our undergraduate students and 4.0% of our PhD students. As of Autumn 2021, women comprise 46.7% of our undergraduate INFO students (up from 39% in 2016) and 61.35% of our PhD students.

2. Goals

The goals below have a 3-year timeframe; goals will then be evaluated and updated.

- G1. Increase enrollment of women/gender diverse INFO students from 39% to at least 45%.
- G2. Increase enrollment of BIPOC students in the iSchool to mirror/exceed percent of BIPOC students in UW, which as of Autumn 2021 had a higher representation of BIPOC students.
- G3. Increase research participation of BIPOC INFO students.
- G4. Retain and graduate women/gender diverse and BIPOC INFO students at rates similar to others.
- G5. Retain and graduate BIPOC Ph.D. students at rates similar to others.

3. Activities & Evaluation

A1. (G1; G2; G4) High School to iSchool: a series of programs, activities and events (listed below) to engage and inform BIPOC middle and high (M&H) school students about INFO as a major. High School to iSchool also intentionally engages BIPOC INFO students in community building, project management experience, leadership development and giving back to their BIPOC communities. These events are led by BIPOC and/or women/gender diverse student leaders to serve as role models.

FearLess Tech More: a 5-day online hackathon that is beginner-friendly in which BIPOC M&H school students are mentored step-by-step by current INFO students through the hackathon. Faculty are needed to develop curriculum, create informational videos and act as guest speakers.

iTech Inclusion Modules Project: 20-40-minute teaching modules to engage M&H school students in technology mini-lessons, using an equity lens. These modules can be used singularly or in combination (e.g. one-off, on-going weekly classroom lessons or ½ day conference) and are offered both virtual and in-person. Faculty are needed to develop curriculum, create videos and act as speakers.

Hack for Social Good: an on-campus (when allowed) ½ day hackathon, in which M&H school students are mentored by teams of iSchool faculty and students from: INFO, Brotherhood Initiative (BI); LSAMP and Dream Project (DP); followed by lunch and campus tour. This event brings BIPOC M&H school students to campus, as well as offers opportunities for authentic engagement for BI, LSAMP and DP students with our faculty and INFO students to strengthen their understanding of and connection to iSchool when they apply to INFO. Faculty are needed to develop curriculum and host/mentor students.

Evaluation: We will conduct follow-up event evaluations and collect data on the level of engagement and influence on college aspirations and applications to INFO of M&H school and partner students. Faculty needed to assist with evaluations.

A2. (G1; G2) Sustain authentic partnerships with campus units that support and mentor BIPOC undergraduates to engage, support and prepare partner undergraduates to apply to INFO.

- Articulate agreements with BPC-focused campus partners: BI, LSAMP, and DP
- Conduct partner-specific INFO overview sessions and application bootcamps with faculty.
- Develop meaningful volunteer/engagement opportunities for partners with INFO and PhD programs. Faculty are needed to develop and lead these activities.

Evaluation: We will conduct follow-up event evaluations and collect data on the level of engagement and number of iSchool applicants from BI, LSAMP, and DP. Collect data on annual enrollment of BIPOC and women/gender diverse INFO students. Faculty needed to assist with evaluations.

A3. (G2) iSchool Diversity Ambassadors: Faculty and PhD students assist BIPOC PhD applicants through the application process, with a focus on: 1) Choosing and contacting faculty, 2) Creating a research plan and 3) Providing feedback on research statements.

Evaluation: Collect data on annual enrollment of BIPOC PhD students.

A4. (G2) BIPOC PhD recruitment: outreach, fellowship & research opportunities: Faculty needed to participate in outreach, networking, conference/org presentations and creating research opportunities.

- Targeted outreach and professional development: faculty, staff, INFO and PhD students present, network and recruit at conferences/organizations for BIPOC in STEM: e.g. Tapia; SACNAS; McNair; NSBE; National Name Exchange; California Diversity Forum, ATALM.
- Recommend students for and mentor students in the Native North American Indigenous Knowledge (NNAIK) cohort.
- Recommend students for the Spectrum PhD Fellows program, which supports up to 2 BIPOC PhD students per institution for a total of 10 BIPOC PhD students among 5 university partners who will support the students as a cohort.

Evaluation: Collect data on annual enrollment of BIPOC PhD students and from university partners

A5. (G3) Recruit and mentor BIPOC INFO students in research through partnerships between iSchool faculty and Undergraduate Research Programs (URP)

Evaluation Gather data on BIPOC INFO student research activity from Provost Report on UW Undergraduate Research and Public Service, URP, and iSchool faculty.

A6. (G4; G5) Quarterly events co-hosted by Office of IDEAS, academic program student organizations and program advisors; led by BIPOC and women/gender diverse student leaders. Faculty are needed to help organize, participate in, and evaluate these events.

- **IDEAS Affinity Group iWelcome Social** brings together incoming and current BIPOC students to meet one another, iSchool faculty, staff, and the Office of IDEAS team.
- **Winter Ask Me Anything** connects students with their respective peers, student organizations, Academic Program Chairs, Advisors, faculty and the IDEAS team to promote participation in student organizations and relationships among students and faculty, particularly for BIPOC students.
- **Spring All iSchool IDEAS Summit** brings together iSchool students, faculty and staff as a whole community to strengthen our connections as well as advance a common framework, language and understanding around various IDEAS topics.

Evaluation: Collect graduation and exit survey data for BIPOC and women/gender diverse INFO students and BIPOC PhD students.