NISE Net Online Workshop

Tools for Engaging Communities and Incorporating Diversity, Equity, Accessibility, and Inclusion (DEAI) Practices

July 19, 2022

Today's Presenters:

Ali Jackson, Sciencenter, Ithaca, NY

Peregrine Bratschi, Museum of Life and Science, Durham, NC

Cecilia Nguyen, Oregon Museum of Science and Industry (OMSI), Portland, OR

Amparo Leyman Pino, Yellow Cow Consulting, Berkeley, CA

Welcome!

As we wait to get started with today's discussion, please:

Introduce yourself! Type your name, institution, and location into the Chat Box

Questions? Feel free to type your questions into the Chat Box at any time throughout the webinar or use the raise your hand function in the participants list and we'll unmute your microphone.

Today's discussion will be recorded and shared on nisenet.org at: nisenet.org/events/online-workshop

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(Date TBA)
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Tools for Engaging Communities and Incorporating Diversity, Equity, Accessibility, and Inclusion (DEAI) Practices

Presentation Overview

- Welcome & Introductions
- Holding Space For Reflection
- PLC Partner Project–MLS Teen Advisory Board
- NISE Network DEAI Booklet: Tools for Engaging Communities and Incorporating Diversity, Equity, Accessibility, and Inclusion (DEAI) Practices
- Developing Action Plans with DEAI
- Wrap-up & Q & A

Holding Space for Reflection

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Ivan Coyote, “Imagine A Pair of Boots”, from their collection of short stories entitled, A Slow Fix.

Imagine a pair of boots. A sturdy, well-made, kind of nondescript pair of boots. They are functional enough, but kind of plain. Imagine that you live in a country where every citizen is issued this one pair of boots at birth, and that there are no other footwear options permitted by law. If you grow out of or wear through the soles of these government-issued boots, you may trade them in for a new pair, always identical to your old ones. Imagine that everyone you know wears these very same boots without question or complaint.

Now imagine that your right foot is two sizes bigger than your left one. No matter what you do, one boot will chafe, and the other will slip, and both will cause blisters. When you mention your discomfort you are told that odd-sized boots are forbidden, because they cause confusion and excess paperwork. It is explained to you that this footwear system works perfectly for everyone else, and reminded that there are people in other countries who have no boots at all. You are beat up in grade three because none of the other kids have ever seen feet like yours. The teacher tells you that you should probably just learn to keep your boots on. Your parents blame each other. You end up wearing an extra sock on your small foot to compensate, and never go to swimming pools.

Ivan Coyote, “Imagine A Pair of Boots”, from their collection of short stories entitled, A Slow Fix.

Your feet sweat profusely in the summer and you always undress in the dark. You hate your feet but need them to walk and stand up on. You hate your boots even more. You dream of things that look like sandals and moccasins, but you have no words for them. You learn things will be easier for you if you just never talk about your feet. One time on the bus, you spot a guy with the exact same limp as you, but you pretend not to see him. He watches you limp off at your bus stop and then looks the other way. You can’t stop thinking about the man with the limp for weeks. You are nineteen years old and until that day on the bus you thought you were the only person in the country who couldn’t fit into their boots.

Conversational Prompts

1. **What parts of this story resonate with your own personal or professional experiences?**
2. **Does this story remind you of anything?**
3. **How can storytelling support the DEAI work you're engaged in with your team and community?**

Small Group Share Outs

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NISE Network's Earth & Space Project-Based Professional Learning Community

Focused on increasing the capacity of museums to make Earth & Space science more **relevant** and **inclusive** for local communities.

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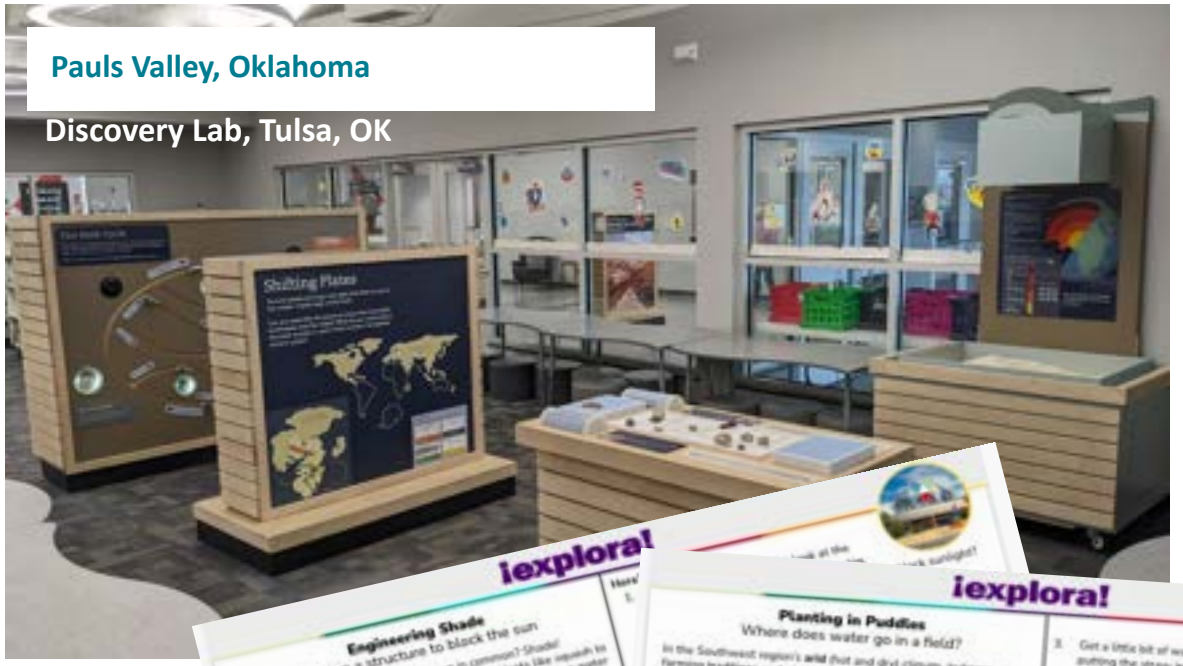
Ali Jackson, Sciencenter
ajackson@sciencenter.org

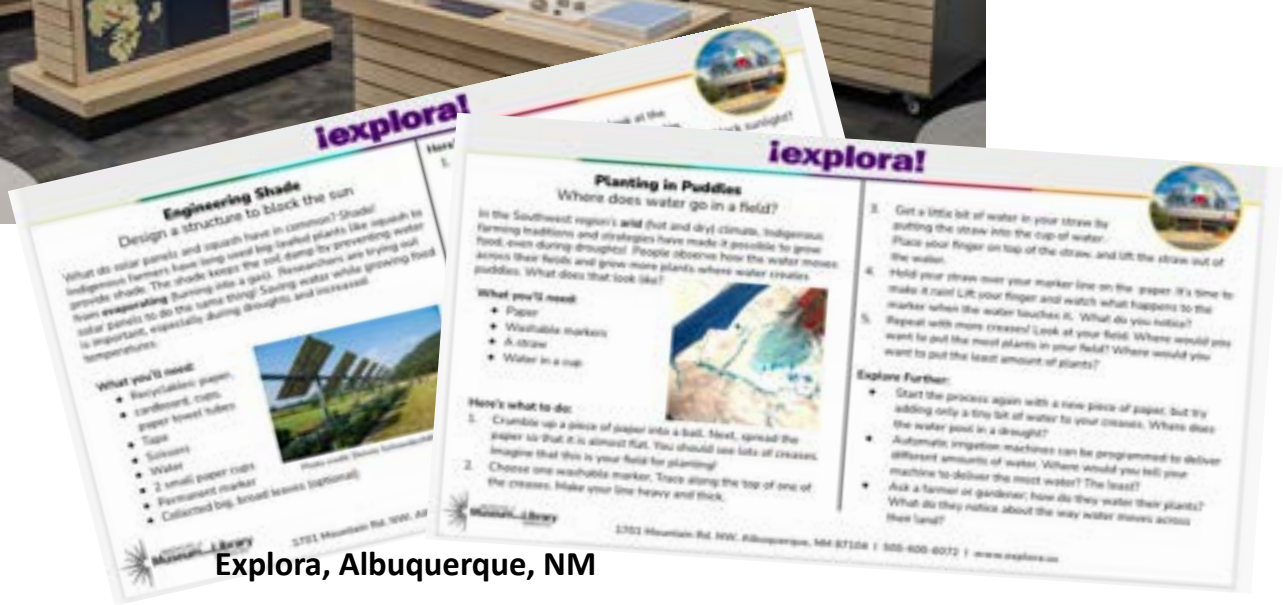
National Community and Conversion, Local Impact

Arecibo Observatory, Arecibo, PR



Pauls Valley, Oklahoma

Discovery Lab, Tulsa, OK



Explora, Albuquerque, NM

Examples of Project Inclusive and Relevance Themes

- Collaborating with experts
- Collaborating with community organizations
- Intentionally working with specific audiences
- Incorporating Indigenous ways of knowing & expertise
- Deaf/Hard of Hearing communities
- Blind/ Low Vision communities
- Schools / Teachers/ @ home learning
- Co-creation with minoritized and rural communities
- Non-English speaking communities
- *And more!*

Connecting Earth, Space, & US!

Relevancy and Inclusion
in Earth & Space Science

DEAI in STEM and Beyond

Youth Advisory Council

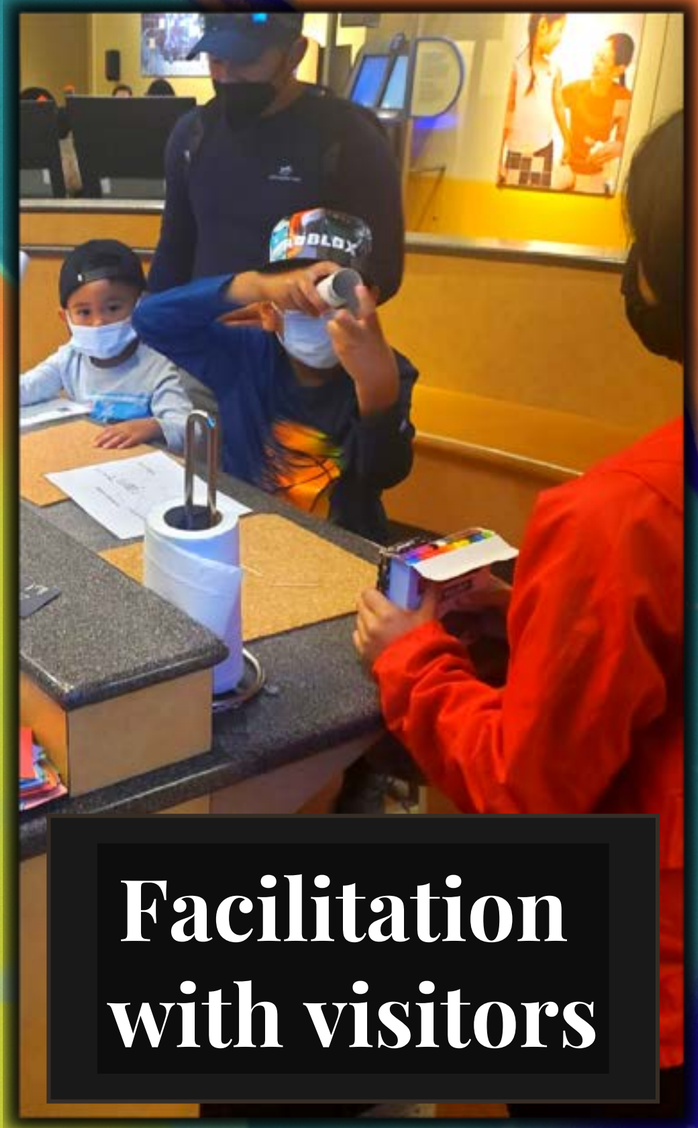
Group of 8-12 sixth graders from Brogden Middle School, in partnership with the Encore Afterschool program

Youth Interns

2 high school students selected from a pool of applicants referred by our partners at the Durham Children's Iniative

Play Testing

Interns facilitated their program with the YAC -- The YAC evaluated



Facilitation with visitors

Writing stories into the sky

Map made with Stellarium

Co-creation *is* DEAI in practice

Key Takeaways

Bias isn't just individual, it is *systemic*

Fair compensation is an investment

Discomfort is essential to real change

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NISE Network Diversity, Equity, Accessibility, and Inclusion Booklet:

Tools for Engaging Communities and Incorporating DEAI Practices into Informal STEM Projects

Diversity, Equity, Accessibility, and Inclusion (DEAI) Tools & Practices

- Defining Diversity, Equity, Accessibility, & Inclusion in Your Project
- Social Identity & Perspective
- Building Inclusive Teams
- Equity & Inclusion in Community Engagement
- Partnership Approaches & Strategies
- Culturally Responsive Programs
- Collaborative Content Development
- Multilingual Engagement
- Working with Indigenous Communities
- Inclusive Design

Diversity, Equity, Accessibility, and Inclusion (DEAI) Tools

- Process approach
- There is no one “right” answer

Tools include:

- Overview
- Let’s Try This Activities
- Case Studies
- Discussion and Reflection Questions
- Curated Resource Lists

Example Tool: Culturally Responsive Programs

Overview

Let's Try This

Reflection Questions

Resources

Example DEAI Tool:

Equity & Inclusion in Community Engagement

Building trust, deepening relationships, and creating sustainable change

Equity & Inclusion in Community Engagement

Increasing Level of Community-Driven Involvement

TRANSACTIONAL ENGAGEMENT	TRANSITIONAL ENGAGEMENT		TRANSFORMATIONAL ENGAGEMENT	
Outreach	**Consulting**	**Involving**	**Collaborating**	**Sharing Leadership**
Some community organization involvement	More community involvement	Better community involvement	Community involvement	Strong multidirectional relationships
Communication flows from one to the other, to inform	Communication more back and forth, answer seeking	Communication flow both ways, participatory	Bi-directional communication flow	Final decision making is community level
Provides community with information and experiences	Feedback from the community	Community involved on issues, topics, format and content	Community is integrated in each aspect of the project from development to implementation	Strong partnership structures
Entities co-exist	Entities share information	Entities cooperate	Outcomes: partnership and relationship building, trust building	Outcome: Deeper community sense of belonging and ownership over the experiences and learning
Outcomes: establish communication channels and venues for outreach	Outcomes: develops connections	Outcomes: Visibility of partnership, established modes of cooperation		

Less shared leadership → More shared leadership

*Adapted from the International Association for Public Participation

Equity & Inclusion in Community Engagement

Examples of Community Engagement Work Activity

Think about where you most often fall on this spectrum and think about examples in your work and how this affects your DEAI practice.

Outreach *Example:* *Family Science Events at Local Schools*	**Consulting** *Example:* *Getting student input on traveling exhibits*	**Involving** *Example:* *Prototyping with visitors and the community*	**Collaborating** *Example:* *Development team creating shared goals and funding with partner organizations*	**Sharing Leadership** *Example:* *Museum & Head Start Partnership: teacher training and family engagement events*

Equity & Inclusion in Community Engagement

Reflection Questions

1. How can you authentically involve community participants in planning, implementing, and sustaining the program?
2. What does your end product look like, and what strategies do you have in mind to make visible the voices of the community and program participants?
3. How would you make sure that the exchange between individuals and organizations are and feel fair and just?
4. How are you building trust with your partners and community members?

Yellow Cow
CONSULTING

¡MANOS A LA OBRA!
LET'S START THE WORK!

Amparo Leyman Pino, M. Ed.
Education Consultant

DEAI WORK IS A JOURNEY

It has several entry points

STOP
START
CONTINUE

Short-term actions that will keep the motivation growing, small wins

BUILD A COALITION

Find like-minded, passionate colleagues to work with, create a ripple effect

Purpose To Practice

Purpose

Why is the work important to us and the larger community?

Practices

What are going to do? What will we offer our stakeholders? How will we offer it?

Principles

What rules must we follow in pursuit of our purpose?

Structure

How will we distribute control instead of relying on top-down control?

Participants

Who must be included to achieve our purpose?

The Liberators Developed by Keith McCandless & Henri Lipmanowicz (liberatingstructures.com)

ACTION PLAN

From "Liberating Structures"

Strategy

Define DEAI

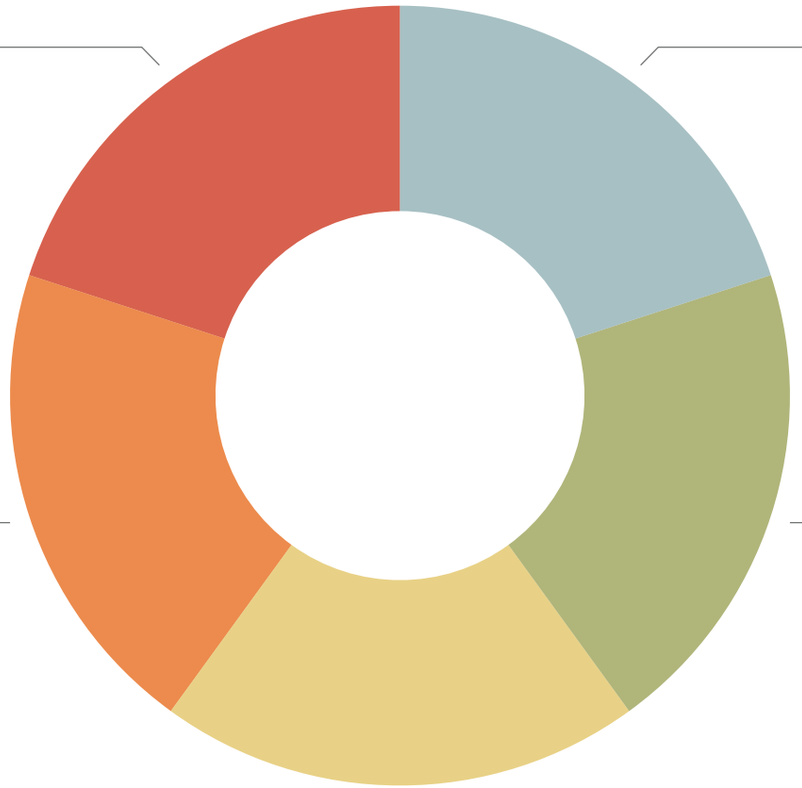
HR Practices

Partnerships

Bringing your programs to the community

Content

Culturally responsive programming



Access

Bilingualism

Inclusive Design

Staff

Training

Build inclusive teams

THE FIVE AREAS

Of the DiverSci Framework

Purpose To Practice

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The Liberators Developed by Keith McCandless & Henri Lipmanowicz (liberatingstructures.com)

ACTION PLAN

From "Liberating Structures"

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THANK YOU

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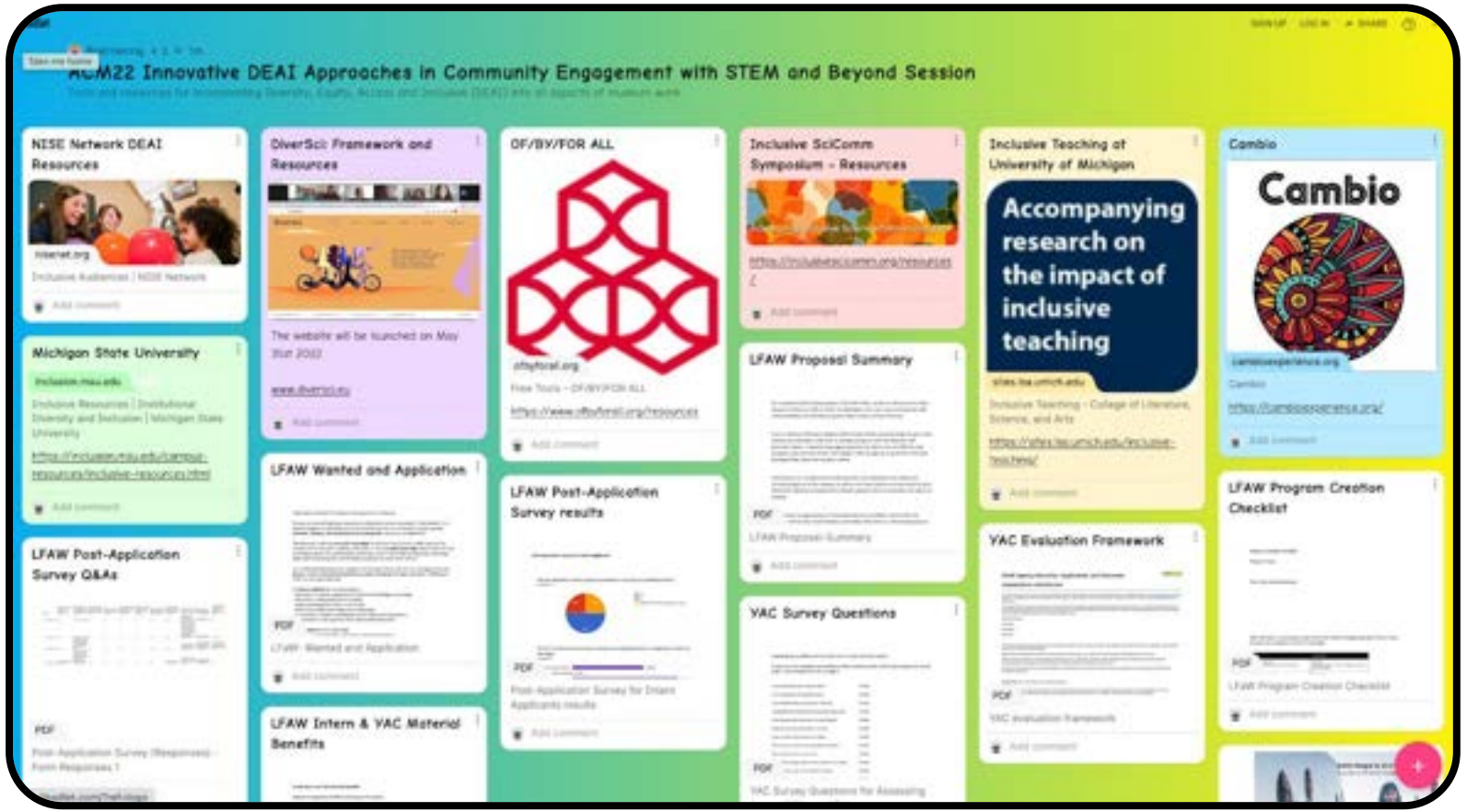
Padlet Resources



https://padlet.com/ACM22DEAISession/

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Thank You

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Q&A

Questions from You!

Many of you asked about…

- Practical strategies for implementing DEAI best practices, and how to implement on a limited to non-existent budget for DEAI initiatives

- Tools and tips for engaging staff at all levels

- Specific stories of community engagement, both successful and unsuccessful collaborations/projects

- How to reach out/extend invitations to communities that are out of your typical demographic (how to be respectful as the “outsider”)