ODEN INSTITUTE
DIVERSITY, EQUITY AND INCLUSION PLAN

GOALS

1. **RECRUITMENT & RETENTION GOAL**
   Cultivate and foster strategies that support the recruitment and retention of a diverse faculty, staff, and student body in the Oden Institute and ensure the Institute has a reputation of being inclusive and welcoming of diverse populations.

2. **NATIONAL PIPELINE & COMMUNITY ENGAGEMENT GOAL**
   Advance efforts and initiatives that increase access to underserved communities across the state of Texas and support growing a diverse national pipeline in computational science, engineering, and mathematics.

3. **CULTURE & CLIMATE GOAL**
   Advance efforts and initiatives to create and foster an inclusive and equitable culture within the Oden Institute.

RECRUITMENT & RETENTION GOAL
Cultivate and foster strategies that support the recruitment and retention of a diverse faculty, staff, and student body in the Oden Institute and ensure the Institute has a reputation of being inclusive and welcoming of diverse populations.

Recruitment & Retention Objective 1

By 2022, the Oden Institute will have shown progress towards increasing the diversity of the student body by developing new/non-traditional recruitment methods to engage unreached and underserved graduate student groups.

- Leverage outreach programs at UT Austin to connect outreach to recruitment and admissions measures and outcomes.
  METRIC: 100% of Oden Institute faculty, staff, and students will receive information about outreach programs.
- Track CSE Certificate program demographic data and use as a pool to target graduate school applications from underrepresented groups.
  METRIC: 100% of CSE Certificate students in good academic standing and from underrepresented groups receive targeted encouragement to apply to the CSEM graduate program.
- Increase visibility and usage of application fee waiver for applicants from underrepresented groups.
  METRIC: 100% of students visiting CSEM application page are aware of the possibility to request an application fee waiver.
- Make connections with organizations that bring together minority groups in STEM (e.g., SACNAS – Advancing Chicanos/Hispanics and Native Americans in Science; #BlackInGeosciences; …).
  METRIC: Connections made with at least two organizations and possible collaborative activities identified.

Recruitment & Retention Objective 2

By 2022, the Oden Institute will have shown progress towards increasing the diversity of the postdoctoral research body by developing new/non-traditional recruitment methods to engage unreached and underserved groups.

- Collect and track applicant demographic data for O'Donnell Postdoctoral Fellowship program.
  OUTCOME: Analysis of O'Donnell Postdoctoral Fellowship applicant and award demographics over past three years conducted to set baseline.
  OUTCOME: O'Donnell Postdoctoral Fellowship applicant demographic written report completed annually following fellowship decisions in spring semester.

- Leverage national programs, faculty networks, and targeted advertising to increase the number of O'Donnell Postdoctoral Fellow applicants from underrepresented groups. METRIC: Increase in number of female applicants and applications from underrepresented groups, with targets to be determined following baseline analysis.

NATIONAL PIPELINE & COMMUNITY ENGAGEMENT GOAL

Advance efforts and initiatives that increase access to underserved communities across the state of Texas and support growing a diverse national pipeline in computational science, engineering, and mathematics.

National Pipeline & Community Engagement Objective 1

By 2022, the Oden Institute will have established sustainable relationships with at least two community partner organizations that represent underserved communities and identified specific goals for each relationship.

- Identify existing grassroots efforts and planned/active community partnerships. OUTCOME: Existing and planned activities documented via a report and used to inform planning.
- Identify community partner organizations in targeted communities to engage young audiences with our faculty, staff and students. METRIC: At least two new and/or existing community partner organizations are identified.
- Develop a sustainable plan for interactions with community partner organizations. OUTCOME: A written plan identifying actions, timeline, needed resources, participating individuals, and sustainment strategy.

National Pipeline & Community Engagement Objective 2

The Oden Institute will be recognized as a national leader in efforts to grow the number of female researchers in the broad field of Computational Science.

- Continue to host the Rising Stars in Computational and Data Sciences event with Sandia National Laboratories and other potential future partners. METRIC: Annual Rising Stars event hosted.
- Create and maintain a network of former Rising Stars attendees, used to track impact and as a resource for recruiting opportunities. METRIC: Rising Stars Alumnae network created and communicated with at least quarterly.

- Communicate Oden Institute efforts and their impact in growing the number of female researchers in the field of Computational Science.
  METRIC: Oden Institute news article on a Rising Stars Alumna at least annually.

CULTURE & CLIMATE GOAL

Advance efforts and initiatives to create and foster an inclusive and equitable culture within the Oden Institute.

Culture & Climate Objective 1

The Oden Institute leadership will ensure opportunities for all members of the Oden Institute community to contribute to discussions on culture and climate.

- The Oden Institute will create a standing Diversity, Equity, Inclusion & Outreach Committee, with membership from faculty, staff, and students.
  OUTCOME: Committee charter established and launched by Spring 2021.
- The Oden Institute will conduct an Institute-wide survey on culture and climate.
  OUTCOME: Survey conducted by end of Spring 2021. Survey data distilled and used to inform other activities.
- The Oden Institute will create a Statement of Diversity, Equity and Inclusion Values.
  OUTCOME: Oden Institute Statement created, disseminated to the entire Oden Institute community, and posted on the Institute website.
- Resources made available online through the Oden Institute website, which will enable Oden Institute community to educate themselves about the issues, pointing to UT resources as well as outside material.
  OUTCOME: Resources posted on a new Oden Institute DEI webpage.
- The Oden Institute leadership will host forums for community discussion and feedback.
  METRIC: Student forum held annually.
  METRIC: Administrative staff forum held annually.
  METRIC: Research staff forum held annually.
  METRIC: at least one presentation per semester that is related to DEI issues.
  METRIC: Informal community discussions held weekly.
  METRIC: Oden Institute Seminar Series includes an increased number of speakers with diverse backgrounds.
- The Oden Institute leadership will make available funding for community-driven projects to foster an inclusive and equitable culture within the institute.
  METRIC: At least two community-driven projects supported annually.