BPC Plans: Goals & Activities
tinyurl.com/BPCAct

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BPC Plans: Goals & Activities

1. Brief Introduction - One Highlight from Harvey Mudd
2. Colleen’s Summary of the White Paper
3. Resources for Developing BPC Goals and Activities
Welcome Class of 2022!
Harvey Mudd’s incoming students are a tal...
Tips for Department Inclusivity

1. **Survey students regularly** to identify institution-specific growth opportunities.
   - We want to improve our department based upon your feedback!

2. **Optimize the intro course** to be welcoming regardless of CS exposure.
   - You don't need prior CS experience to succeed!

3. **Monitor performance patterns** to identify structures or culture with differential impact.
   - We should investigate why some groups have higher rates of attrition!

4. **Support new pedagogies** to improve students' learning and experience.
   - Teachers are encouraged to adopt effective teaching practices!

5. **Train faculty to respond to bias** to address toxic culture in and out of the classroom.
   - We are all responsible for creating a positive dept. culture!

6. **Foster student community** to create effective peer mentoring programs.
   - Funding for snacks can be helpful for building community!

7. **Show students the breadth of CS** to engage beginning students with varied interests.
   - CS is a broad field with connections to many other disciplines!
Colleen’s Summary of the BPC Plan White Paper
Colleen’s Key Takeaways

● You have a lot of flexibility
  ○ “A range of activities will be acceptable, and PIs should choose activities based on their own level of BPC experience, as well as the contexts of their institutions, departments, and research groups.”

● You don't need to invent anything
  ○ “PIs could, for example, work within department plans or they could join existing, successful programs with a BPC focus at the national or regional level”

● You don't need to integrate BPC with CS research
  ○ “The activities of the BPC plan do not have to relate to the research described in the full proposal. Nor do they need to be novel.”

● You don't need to write much
  ○ “The departmental plan should be limited to 1-2 pages. PIs using the departmental BPC plan are expected to develop one additional page that details their own goals and activities and how they connect to the departmental plan.”
Context - Individual Plans


- **Do:** Identify a specific goal for your BPC activities
- **Do:** Provide baseline data for eventually measuring success
- **Don't:** Attempt to serve “all” underrepresented students
Strategy - Individual Plans

- **Do:** Identify the scope of work, timeline, and roles
- **Do:** Provide specifics of previous work and partnerships
- **Do:** Build upon specific existing BPC practices
- **Do:** Engage in longer-term activities or short-term activities that have an achievable short-term outcome
- **Don't:** Provide a list of disconnected BPC activities
- **Don’t:** Include everything you do
Target - Individual Plans

- **Do:** Provide specific and measurable participation goals
- **Do:** Demonstrate an understanding of structural causes of underrepresentation for your intended population
- **Do:** Co-design activities with the people you hope to serve with your plan or activities
- **Don't:** Blame or attempt to "fix" students
Measurement and Dissemination
Individual Plans

*Do:* Collect data to iteratively improve plans and activities

*Do:* Specify plans for disseminating lessons learned

*Don't:* Assume that all plans will work as intended and won't need continual refinement

Resources
Departmental Activities

These resources are designed to simplify departments’ BPC efforts by assisting departments in establishing a plan that fits and engages in impactful projects.
Partnering Activities

These resources are designed to increase NSF PI understanding of, interest in, and ability to engage with existing activities designed to support BPC at all levels.
<table>
<thead>
<tr>
<th>Context</th>
<th>Action to level up</th>
<th>Action to level up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem and goal are described</td>
<td>Clearly describe the problem you seek to serve with your initiative; identify the target population and how the intervention will serve their unique needs</td>
<td>Identify BPC data that informs effort and that can help to identify population and its needs</td>
</tr>
<tr>
<td>Problem and goal are aligned with needs of target population; some awareness of BPC issues</td>
<td></td>
<td>Problem and goal aligned with needs and strengths of target population and informed by evidence and prior BPC work</td>
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<tr>
<td><strong>Strategy</strong></td>
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<td>Describe one or more BPC activities that PI will engage in</td>
<td>Connect well-defined activities to a goal; explain the PI's role in activities</td>
<td>Add a clear work plan with timeline and personal, and build on evidence-based BPC approaches</td>
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<tr>
<td><strong>Resources</strong></td>
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<tr>
<td>Lists potential partners, tools, and resources</td>
<td>Identify how partners, tools, and resources will be leveraged to inform and support needs of identified population</td>
<td>Build knowledge of evidence-based BPC tools and resources and establish partnerships to inform and support their use</td>
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<tr>
<td><strong>Target</strong></td>
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<tr>
<td>Identifies underrepresented population</td>
<td>Utilize local and national data to make informed decisions about population to serve; consider relevant demographics for the target population in all aspects of BPC plan; selection of activities is informed by data</td>
<td>Identify strengths and needs of target population, describe resources that will be leveraged; if applicable, provide evidence of authentic partnerships and collaborations</td>
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<tr>
<td>Underrepresented population is authentically involved in the strategies identified in the plan, including planning, activities and dissemination</td>
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<tr>
<td><strong>Measurement &amp; Dissemination</strong></td>
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<tr>
<td>Tracks already-collected data for department or institution about the target group</td>
<td>Develop an iterative process to strengthen efforts over time; share results within institution</td>
<td>Use validated assessment instruments with cultural validity and reliability; build dissemination plan reaching BPC community</td>
</tr>
<tr>
<td>Describes measurement plan to collect data at specific time point(s)</td>
<td></td>
<td>Has data on current BPC status; measurement plan and metrics are aligned with goals; system for using the results to inform strategies; dissemination plan to reach target population and BPC community</td>
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</tbody>
</table>
## Increase Enrollment

- Participate in events held by admissions or other campus offices (e.g., give presentations at orientation)
- Develop and deliver messaging that will inform potential majors about career opportunities and the nature of computing and engineering work
- Have students or faculty act as ambassadors for the major at admissions events (e.g., orientation)
- "Market" your major to undeclared majors
- Create a strategic recruiting plan that targets qualified and readily available potential students
- Offer a minor
- "Market" your minor to students with other majors
- Provide relevant and accurate information (e.g., "Talking Points") to the admissions, advising, and other offices that might speak on your behalf
- Have faculty inform and personally recruit capable students in non-major introductory courses
- Develop an appealing web site and brochures for diverse prospective students
- Print and distribute posters about your program
- Provide information to K12 teachers, guidance counselors, etc.
- Have students conduct "roadshows" in high schools (and have local current undergrads recruit from...
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What would you say if... Your colleague says

“Women just don’t like CS.”

csteachingtips.org/cards
Handouts
tinyurl.com/ncwitActivities
CSTeachingTips.org
BPCnet.org
Details departmental goals and activities that contribute to **advancing the goals** of the project plan. Goals may focus on **systemic change** or specific improvement in the **recruitment, retention, or advancement** of underrepresented populations, with focus on:

- **Faculty and staff** (e.g., advising staff, instructional faculty, tenure-track faculty, research staff and faculty, administration);
- **Students** (e.g., undergraduate or graduate, within or beyond your department);
- **Institution or Profession** (e.g., college, university, professional organizations); and
- **Community** (e.g., K-12 schools, community colleges, adult/continuing education, workforce training).

Goals should be **specific and measurable**. Activities that contribute to the goal should build on **evidence-based** approaches for BPC, leverage existing resources, and build on or result in partnerships with organizations.