URGE Policies for Working with Communities of Color for University/Organization - Einstein Pod

This is what was found by the Einstein Pod for recruitment of a diverse applicant pool of STEM educators and the placement of Albert Einstein Distinguished Fellows (run through the Department of Energy). The Albert Einstein Fellowship Program (AEF) is run under the purview of DOE and their Statement of Commitment can be found here.

- **Audit of previous interactions with communities of color at our organization:**
  - How have underrepresented communities been engaged?
    - Primarily through prior fellows doing outreach
  - What opportunities exist to expand engagement?
    - Suggestions include:
      - Attend regional conferences and meetings, rather than national
      - Outreach to member organizations for BIPOC educators
      - Outreach through alumni networks at MSIs
      - Outreach through AEF Program alumni
      - Design marketing materials that are attractive to diverse applicants (e.g. specifically address the JEDI changes we are making)
    - Fellows from underrepresented communities and communities of color have engaged with their own professional communities to communicate information about participating in the AEF program.

- **What worked well in these interactions?**
  - These proposed actions have not yet been done, so we do not yet know.

- **What did not work well, and how can this be better addressed in future plans?**
  - To date, outreach at national meetings has not resulted in increased diversity in the applicant pool.

- **Are there ways to improve the outcome of projects already undertaken?**
  - Possible Town Hall with underrepresented MSI's and organizations
  - AEF Ambassador opportunity for alumni who may receive a discount on registration to conferences for amplifying the AEF program (this idea needs to be carefully considered to avoid tokenism or performative diversity/equity)

- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
Messaging
- mission/vision
- Written declaration of antiracist agenda, policy, and practice
- Plan for recruitment

Community engagement, authentic and meaningful representation
Communication with hiring/interviewing agencies could include implicit bias training by the AEF program (to interviewers), handouts about implicit bias, and other methods of raising awareness about equity in the hiring process.