Tuesday

- The process of getting to JIRP for students, faculty, and staff is long and has a lot of places for barriers to arise.
- For our deliverable this week, add potential problems/road blocks in these different areas of the process and any potential solutions you have for solving them

Recruitment
- Might be some confusion on who is eligible or a good fit for faculty.
  - Make clearer guidelines for ourselves and for potential applicants. This way we can more effectively recruit potentially successful* candidates and also have system to evaluate their applications
  - This will likely be more necessary as JIRP looks to diversify its pedagogical themes from hard science to science justice, science communication, and varied ways of knowing

Application Format and Reading
- "How do we define “success”
  - Need to define it to decide what traits we are looking for
  - Consider using a (public) rubric or guidance (like with student info)
- Who is an ideal JIRPer?
  - Traits (not skills) to look for in applicants

Acceptance/Declination Process
- Would be useful to know why people do not choose to do JIRP once they have been accepted
  - We can better fix patterns of problems with the program if we know what deters people → need to define the problem before we try to fix it.
  - SOLUTION: Ask students in their acceptance/declination why they choose to not participate
- Staff retention can be a problem
  - Ask staff why they do or don’t choose to come back to the program
  - Ask at the end of the year and then maybe further on in the year?
    See if things change and what

Program Preparation
- May not have a lot of outdoors experience, the learning curve is very high
  - Continue to emphasize that outdoor experience is not required
  - Have videos or some way to make outdoor gear uses and overall outdoor knowledge more accessible
- Expenses for gear
  - Strengthen the JIRP gear library and lending system
- Close pipeline between being accepted into the program and participating in the program
  - Reach out to folks who may be on the fence. Have support whether it is by email or connecting with a ‘local’ JIRPer in person. Buddy system?
- Preparing accessible educational experiences
  - Set expectations, give tools to help faculty members do this
• Safety training
Thursday

Session 5: Admissions & Hiring Policies Deliverable (Thursday)
An audit of the hiring and admissions process of JIRP

Proposed improvements that would increase diversity of students, staff and faculty within JIRP:

Advertisement and Recruitment

Advertise to other majors
Issue: (Blanket statement/hypothesis) Earth science majors often aren’t super diverse as those students can typically afford to not have a super high paying job. The academic focus already at JIRP is flexible/undefined (an earth science program? A general science program? Glaciology? Interdisciplinary?)
Work needed: Advertise to majors such as computer science, physics, chemistry, biology, ecology, social science, history, art that often attract a more diverse scope of students. Start emphasizing the importance of cross disciplines. Students from the wider circles of science (ecology, biology, science communication, physics, chemistry, geology, art, history, etc.) can’t tell if/how JIRP is academically relevant for their studies
Solution: Clarify and publish the curriculum, ensure that we’re providing equal support to all academic concentrations in the field. Make curriculum more transferable to other disciplines. Investigate credits to other major departments (Many earth science majors require field camp, but history for example doesn’t. How could we get our field course to act as a credit for other majors?)

Advertise within HBCUs, ANSEP and racially diversified outdoor groups (outdoor afro, etc.)
Issue: We advertise to racially diverse communities - but don’t often attract anyone.
Work needed: put forth DEI Action plans so that applicants feel that they have a support system in place before coming to the ice.
From JEDI: JIRP will be reaching out to faculty members of historically black colleges and universities (HBCUs), predominantly black institutions (PBIs), and tribal colleges and universities (TCUs) in order to establish long term partnerships. This includes working with these institutions to collaborate on grants for funding BIPOC student tuition and travel expenses, ensure that credits are transferable to these institutions, and promote the work of BIPOC faculty within our curriculum.
JIRP will collaborate with BIPOC student organizations, especially BIPOC-focused outdoor recreation organizations, to identify more ways to promote JIRP to underrepresented students and staff members. This process will involve working with predominantly minority organizations to collaborate on outdoor education and training programs.

Economic Barriers
Issue: Several students, and especially BIPOC, may have issues in finding financial support for JIRP.
Work needed: Look for and apply to grants in other fields of study that could fund more diverse majors/students.

Our Image
Issue: We are not just machismo look good look good look good go big conquer the icefield folks.
Work needed: We bond through adversity and are a tight-knit community. We explore engaging ideas and foster curious minds. We think critically, we create art and terrible max n cheese, we are a support network. This also has to be put forth in our image in order to attract people to apply - the whole conqueror of the icefield isn’t for everyone. (Still be practical in demands of traverse, however).

Retention
**Community platform of support**  
Issue: They won’t apply if the community is alienating.  
Work needed: Shifting values within JIRP creates a platform of support for BIPOC that encourages others to apply in the first place. This goes back to what do we celebrate? What defines success? Having this as an ongoing conversation throughout the summer. We will vamp up mental health support on the icefield and before heading up to the high ice. Image is everything, and it will be very hard to shift the cultural dynamic to seem less alienating from a glance from the outside.

**Success**  
Issue: Students likely wouldn’t pass the word on about JIRP or come back to apply as staff or faculty if they didn’t feel a level of accomplishment/success.  
Work needed: We need to create a community that has various spheres of success (not just - are you an epic skier- cool). Success could come from various measures (creating a sense of place for one’s self, getting through the entire traverse, being a valuable contributor to our JIRP community, finding creative ways to express one’s talents, and so on). It’s our job to make way for a wide scope of success in how we celebrate one another and put emphasis on events. If people leave feeling that they were loved/respected, and were able to bond with others - that’s huge. We think that with increased adversity, pilot bread, and specifically larger shipments of nutella, we can achieve this.

**Economic Barriers**  
Issue: It’s often difficult to retain faculty/staff since JIRP is largely volunteer work and people either have jobs back at home and/or can’t commit an entire summer. Also COVID is rough with quarantines.  
Work needed: End COVID. Funding for staff salary, creating situations in which staff/faculty could come up for fewer stints of time. Expanding into new academic fields will help open up our options for various funding sources and grants to apply for. We will be looking into funds to bring up artists, storytellers, biology majors, etc. using a more interdisciplinary approach.