

Progress Report - Campus Sustainability Fund

December 2022 – Growing Equity Focused Environmental Leaders

Email:

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Project Manager Name:

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Project Name:

Growing Equity-Focused Environmental Leaders

Project Subaccount Number:

AG 23.56

Project Summary Snapshot:

Please copy and paste the "Summary Snapshot" you provided in your project application.

The Bio/Diversity Project works to make the University of Arizona and greater Tucson community more environmentally sustainable and equitable by creating and implementing programs that pay and train UArizona students to be campus and community leaders working to promote both environmental sustainability and diversity, equity, and inclusion in environmental fields. UArizona student participants engage in a semester-long internship program designed to provide racially diverse, and low-income K-12 students with hands-on, culturally responsive, and place-based environmental science activities. Bio/Diversity Project interns gain career-readiness skills designed to aid them as leaders within the environmental fields.

Requested Metrics:

Please report your project's metrics and their most recent number or response in a list format.

Quantitative: # of support staff for this program; 2 undergraduate intern support specialists; 1 UA staff member

of students who applied: 141 Fall 2022 semester; 102 Spring 2023 semester

of students hired: 12 for Fall 2022 semester; Spring 2023 semester TBD

% of students who received an offer to continue professionally with the local partner: TBD (1 from Fall 2022 already)

% of increase in BIPOC interns (Fall 2022 = 82% BIPOC; up from 41% BIPOC previous semester (Spring 2022))

hours of student work supported by the grant: 1,920 hours (12 students; 10 hours per week) in Fall 2022 semester, Spring 2023 semester TBD

Qualitative: Intern testimonials "I am so thankful for this program. It truly changed my college experience for the better and has made me excited for opportunities following graduation." - Fall 2022 Bio/Diversity Project Intern "I had a great time with the internship and gained a lot of confidence professionally and academically. The students are brilliant, unique, and memorable." -Fall 2022 Bio/Diversity Project Intern "I learned how to be a pillar of equity-- how to stand for diversity and inclusion and inspire others to do the same." -Fall 2022 Bio/Diversity Project Intern

Project Accomplishments :

Please describe what aspects of the project have been accomplished. Be as descriptive and specific as possible. Examples of accomplishments could include: Held 4 public meetings totaling 130 attendees; Transitioned 300 square feet of dirt into usable garden space and signed on 14 community garden volunteers. Other examples of accomplishments could include sharing a confirmed schedule of events, the connections/contacts that have been established, etc.

In the Fall 2022 semester a total of 16 undergraduate student interns from 12 different crediting departments across 6 colleges at the University of Arizona participated in the Bio/Diversity Project. Using CSF funding, we were able to financially compensate 12 student interns. Student interns dedicated 10 hours per week to our diversity-focused environmental science outreach program where they learned about diversity based approaches and developed their skills as educators. They facilitated 9 outreach lessons to approximately 600 students across 5 Title 1 K-12 schools.

Next Steps:

Please detail the next steps for your project, numbering each step. (ie, 1. Connect with X Department to collaborate on the event, 2. Contact the catering options to confirm pricing, 3. Interview candidates for internship).

Our next steps are as follows: 1. Finalize application review to select and onboard Spring 2023 interns. 2. Review Fall 2022 post-program survey results. 3. Incorporate survey feedback into program development. 4. Finalize schedule for Spring 2023 including confirming guest visits & special events dates. 5. Facilitate orientation for Spring 2023 student interns and partner teachers on January 14th. 6. Continue with program coordination as normal throughout Spring 2023. 7. Facilitate end of year celebration at close of Spring 2023 semester.

Challenges Faced:

Please identify and describe any obstacles/roadblocks you or your team have experienced, and detail how you've managed them/ will manage them. Should your project already be completed, please note what challenges you faced and what you would do differently.

Overall, our project has run smoothly this Fall semester. The transition to offering paid internships has involved more administrative processing but we have managed time wisely. The only substantive challenge that we have faced is mental health challenges among student interns. We have met with students to provide additional support. Although we have directed students to resources provided by the University (CAPS, etc.), we have experienced minor program impacts from poor mental health, such as absenteeism and slow communication from a small percentage of interns.

Project Support:

Can the CSF support you in addressing any roadblocks you've encountered? How else can the CSF support your project?

The CSF has already been a helpful partner to us by offering office hour consultation meetings related to our project's goals, progress, and sustainability and by utilizing a web presence to leverage our project's visibility and reach on campus thereby exposing our program to a number of like-minded groups. CSF can continue to support our project in these ways.

Photo Link:

Please copy hyperlinks to photos here should you not be able to individually upload photos.

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Media/Links:

Please include links to any media coverage or events information (e.g. news, social media, websites, interviews, etc.)

The BioDiversity Project Instagram: <https://www.instagram.com/uabiodiversity/>