

Progress Report - Campus Sustainability Fund

March 2023 – Growing Equity-Focused Environmental Leaders and Educators

Email:

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Project Manager Name:

who is submitting this project?

Stephanie Murphy on behalf of Elena Greenberg

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.

Response

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.

Response

Quantitative

of support staff for this program: 2 undergraduate intern support specialists; 2 UA staff members (WISE Director and Interim Program Coordinator)

of students who apply: Spring 2023: 102

of students hired: Spring 2023: 15 (9 interns; 4 lead interns; 2 support specialists)

% of students who received an offer to continue professionally with the local partner: 1/12 from Fall 2022 first-time interns; already 1/9 from Spring 2023 first-time interns, overall count TBD

% of increase in BIPOC interns (Spring 2023= 53%; up from Spring 2022 = 41% were BIPOC)

hours of student work supported by the grant: Spring 2023: 1,280 hours (8 students; 10 hours per week)

Qualitative TBD based on end-of-semester survey.

Tactics to attract BIPOC applicants, communication and marketing strategies and their efficacy: We are launching the Fall 2023 application portal on 3/6/23 and have followed a similar strategy to Fall 22/Spring23 in that we are advertising the internship opportunity to 21+ partnering academic departments, all UA cultural centers, student orgs with interest in diversity, equity, and inclusion, and on Handshake. Lead interns are also visiting particular course classrooms with a focus on DEI issues to facilitate in-person recruitment of BIPOC students.

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.

Response

For the Spring 2023 semester, a total of 15 undergraduate student interns from 9 different crediting departments across 3 colleges at the University of Arizona participated in the Bio/Diversity Project. They have elected to receive course credit in the following: ENVS 393, MCB 493, GEOS 393, HNRS 393H, ECOL 399, NSCS 493, and ACBS 493. So far interns have attended 8 training sessions and been visited by 3 guest speakers from Saguaro National Park, the Desert Museum, and TUSD. Student interns are dedicating 10 hours per week to our diversity-focused environmental science outreach program, and, thus far, have facilitated 3 out of 9 outreach lessons to approximately 600 6th-8th grade students across 4 Title 1 K-12 schools.

Next Steps:

Response

1. Continue to provide training and mentor visits to Spring 2023 interns as detailed in Spring 2023 program calendar.
2. Launch Fall 2024 Application Portal on 3/6/23
3. Close portal on 3/27/23 and select candidates for interviews (review committee: WISE Director, Interim Coordinator, Lead Interns)
4. Schedule and Interview Fall 2024 candidates (WISE Director & Lead Interns)
5. Select Fall 2024 intern cohort 6. Begin onboarding for Fall 2024 intern cohort (internship course credit and hiring paperwork)
6. Hold End-of-Semester Celebration for Spring 2023 cohort 6. Confirm Fall 2024 partner teachers.
7. Evaluate Program through Intern post-survey feedback
8. Welcome back Elena Greenberg from maternity leave
9. Begin matching interns-partner teacher groups for Fall 2024 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.

Response:

The longstanding senior program coordinator Elena Greenberg went on maternity leave in January 2023. Elena has long been a backbone of this project so this obviously presented a considerable challenge. Instead of pausing the program we chose to continue to offer the experience to students. Before she left, we worked to create a transfer plan to ensure consistency and to ensure the quality of the internship experience would not dip in her absence. As part of the transfer plan we did a lot of work preparing for the Spring semester over Winter break before Elena left. This has been a great benefit to the semester running smoothly. As part of this plan, WISE Director Dr. Stephanie Murphy has taken over conducting trainings, facilitating guest speaker visits this Spring semester, and acting as instructor of record for the internship experience. We hired on an interim coordinator Amy Lucero who has provided most of the communications and supply chain management for the internship program this semester. Part of this plan also entailed hiring slightly fewer first time interns and re-hiring 4 interns from Fall 2022 who would act

as Lead Interns (essentially acting as leaders within intern groups, providing working guidance in addition to program staff, overseeing and leading communications with partner teachers, providing feedback on assignments). The 2 intern support specialists from Fall 2022 also continued on with us for Spring 2023. Together the intern support specialists and lead interns have done an amazing job helping new interns to feel supported and interfacing with our community partners. We have a slightly smaller cohort this semester but we feel strongly that we have not sacrificed the quality of the experience and are maintaining great relationships with our community partners. The lead interns and support specialists are gaining leadership skills while the first-time interns are gaining a multi-level program support structure.

Project Support:

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

Response:

The CSF has already been an awesome partner to us by offering office hour consultation meetings related to our project's goals and progress and through the web presence to leverage our project's visibility and reach on campus. Our meetings with committee members have always been fruitful and Emily has been so prompt and helpful over email. We really enjoy our partnership and it is so clear to us CSF shares our values and supports our mission. CSF could help advertise our Fall 2024 internship opportunity to your other constituents. We can share our flyers and links upon request, if that is something you would be open to!

Photo Upload:

Please upload or provide links (below) to relevant photos.

Response:

{Empty} Photo Link <https://arizona.box.com/s/xltgwu9grum5070y9mqablj95ct8le9d>

Photo Link:

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

Response:

<https://arizona.box.com/s/xltgwu9grum5070y9mqablj95ct8le9d>

Media/Links:

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

Response:

On instagram @uabiodiversity for updates and a few Spring 2023 intern profiles:
<https://www.instagram.com/uabiodiversity/?igshid=NTdIMDg3MTY%3D>