

EQUITY AND INCLUSION FRAMEWORK



Strategies are the broad categories within each large concept: Broadening Participation, Youth-Centric, and Skill Development

Tactics are the specific categories for actions and tools for each strategy. The actions and tools under Tactics are specific equity and inclusion activities.

BROADENING PARTICIPATION		YOUTH-CENTRIC		SKILL DEVELOPMENT	
<p>Strategy: Community Engagement</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Communication plans for internal and external communication and outreach • Cross-sector partnerships to cultivate a STEM learning ecosystem • Family engagement activities 	<p>Strategy: Positive Youth Development</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Address stereotypes • Leadership • Self-efficacy • Social and emotional learning • Youth voice 	<p>Strategy: Curriculum</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Engineering mindset practices • Gender equitable and culturally responsive curriculum and strategies • Hands-on, inquiry based STEM activities
<p>Strategy: Data Informed Decision Making</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Evaluation to assess community needs • Use of research data to improve program quality 	<p>Strategy: Peer Support</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Peer connections • Supportive environment 	<p>Strategy: Professional Development (for educators)</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Micromessaging • Training to address gender- and culturally implicit and explicit biases • Training on culturally responsive practices
<p>Strategy: Program Operations</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Logistical, e.g. location, transportation, access to technology, etc. • Staffing recruitment and retention 	<p>Strategy: Supportive Relationships</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Community connections • Role models • Skilled staff 	<p>Strategy: 21st Century Skills</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Collaboration • Growth mindset • Social and cultural awareness
<p>Strategy: Program Design (quality and intentionality)</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Stakeholders involvement in program design 	<p>Strategy: Relevance</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Connect programming to school, home, and other settings • Leverage youth interests, knowledge, and lived experiences • Personally relevant learning 	<p>Strategy: Connected Pathways</p>	<p>Tactics:</p> <ul style="list-style-type: none"> • Career exploration • Curated partnerships between programs

CULTURAL RESPONSIVENESS is an approach to equitable and inclusive STEM education.

- Integrate cultural responsiveness in every aspect of the framework to foster equity and inclusion in STEM education.
- Recognize and include culturally responsive practices (CRP) at the organizational, personal, and instructional levels.

Broadening Participation: Culturally responsive practices value and build on youth's culture, language, and experiences

Youth-Centric: Design and implement programming with the strengths, needs, and challenges of youth in mind

Skill Development: Culturally responsive practices enable youth to develop STEM and 21st century skills