

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

## 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