

Promoting Equity and Justice in Data and Computing

Institute for Data, Intelligent Systems, and Computation (I-DISC)

2021 Appendix	Lehigh University
Last updated: October 12, 2021	Building C, Rm 229
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This document is an Appendix to the I-DISC Data and Computing Equity and Justice (DCEJ) Plan.

The Appendix contains goals and metrics related to the goals laid out in the Plan. It will be updated annually to assess

I-DISC's efforts over the previous year and to update the goals and metrics for the coming years.

The Plan and the current and past Appendices are posted publicly at idisc.lehigh.edu/dcej

Data and Computing Justice Research

		2021-2 Goals and Metrics	Future Goals and Metrics (5-year range)
1	Inform and educate the I-DISC community.	<ul style="list-style-type: none"> Invite one DCEJ seminar speaker in spring Launch reading group for students and faculty on DCEJ; read work by invited speaker(s) Sponsor one 5x10 event for first-year students on DCEJ issues 	<ul style="list-style-type: none"> Invite one DCEJ seminar speaker per year
2	Provide expertise to researchers.		<ul style="list-style-type: none"> Prepare interdisciplinary teaching materials on DCEJ for faculty who want to include DCEJ in courses
3	Develop a DCEJ repository.	<ul style="list-style-type: none"> Publish repository of DCEJ resources for further learning, or link to ones that already exists 	<ul style="list-style-type: none"> Develop language for proposals that describes Broader Impacts that align with I-DISC DCEJ Plan
4	Train I-DISC Fellows in DCEJ.		<ul style="list-style-type: none"> Discuss DCEJ with Fellows, including expectations regarding DCEJ in Fellow work Explore mechanisms to fund Fellow dedicated to DCEJ
5	Create a DCEJ working group.		<ul style="list-style-type: none"> Form working group of I-DISC faculty members to answer questions related to DCEJ practices
6	Promote non-Lehigh DCEJ organizations.	<ul style="list-style-type: none"> Develop list of organizations to follow and promote 	<ul style="list-style-type: none"> Publicize 5 events/news items/research items per semester on social media, website, and/or newsletter Update list of organizations to follow and promote
7	Establish an I-DISC DCEJ award.		<ul style="list-style-type: none"> Prepare description and request nominations for I-DISC award for excellence in DCEJ Give award once per year
8	Discuss DCEJ at I-DISC events.	<ul style="list-style-type: none"> Discuss DCEJ at fall Faculty Forums Update FAC and EAC on DCEJ efforts 	<ul style="list-style-type: none"> Include DCEJ topics in Faculty Forums Update FAC and EAC on DCEJ efforts once per year
9	Promote the visibility of DCEJ-related research.	<ul style="list-style-type: none"> Publicize DCEJ-related research by I-DISC researchers on social media, website, and/or newsletter 	<ul style="list-style-type: none"> Publicize DCEJ-related research by I-DISC researchers on social media, website, and/or newsletter
10	Other.		

Diversity, Equity, and Inclusion (DEI)

		2021-2 Goals and Metrics	Future Goals and Metrics (5-year range)
1	Support Greer Scholars.	<ul style="list-style-type: none"> Set up communication with Greer Scholars program managers to establish this relationship and understand their needs. 	<ul style="list-style-type: none"> Publicize how to involve Greer Scholars in research labs (including using I-DISC UG research support) Place 2 Greer Scholars per year with I-DISC faculty
2	Form partnerships with external organizations.	<ul style="list-style-type: none"> Continue to provide administrative support to WiCS 	<ul style="list-style-type: none"> Begin discussions with two external organizations toward forming egalitarian, collaborative partnerships Form one new partnership per year
3	Strive for diversity among I-DISC seminar speakers.		<ul style="list-style-type: none"> At least 25% of speakers at I-DISC seminars, Faculty/Student Forums, and other events identify as non-white or non-male
4	Support relationships with HBCUs and HSIs.	<ul style="list-style-type: none"> Host a scholar from an HBCU or HSI for summer I-DISC fellowship 	<ul style="list-style-type: none"> Work with other IRIs to develop egalitarian, collaborative relationships with Tuskegee, NCA&T, and other universities
5	Employ a DEI consultant for grants.		<ul style="list-style-type: none"> Interview DEI consultants to hire on contract basis Offer services to I-DISC members free of charge Use consultant for half of I-DISC proposals each year
6	Help faculty recruit and support students from URGs.		<ul style="list-style-type: none"> Prioritize support for students from URGs when awarding UG research grants I-DISC faculty support two undergraduates from URGs per year
7	Support efforts on campus to mentor STEM students from URGs.		<ul style="list-style-type: none"> Begin discussions with other Lehigh entities to identify ways I-DISC can support their efforts
8	Prioritize funding of DEI activities within I-DISC discretionary budget.		<ul style="list-style-type: none"> Prioritize expenditures (for seminars, Fellow services, outreach activities, etc.) that are related to DEI
9	Other.	<ul style="list-style-type: none"> Participate in Lehigh Soar events to Celebrate 50 Years of Women at Lehigh Profile "Women of I-DISC" on website and social media Work with alumni relations to profile first female graduates in I-DISC-related fields 	