

# Equity, Diversity, and Inclusion for Cosmic Explorer

Joey Shapiro Key, CE Director of EDI  
CE Symposium - April 23, 2024



# Equity, Diversity, and Inclusion (EDI) committee



Director's  
Office

Joey Shapiro Key, Director of EDI

Matt Evans, Executive Director

Kate Daniel, Director of Community and Land Partnerships

Project Office

David Shoemaker, Project Manager

Amber Strunk, Director of Education and Community Outreach

EDI Office

Lorna Campbell, Director of Member Support

Jocelyn Read, Consortium EDI Liaison

Evaluation

Liz Litzler, CERSE Director

Team

Rae Jing Han, CERSE Research Scientist

Selen Güler, CERSE graduate student



# Ombuds Office

The Cosmic Explorer (CE) Ombuds Office provides **confidential, informal, independent, and neutral** dispute resolution advisory services for all members of the CE consortium. The Ombuds Office assists members in identifying and evaluating options for resolving and managing conflicts, provides various types of informal mediation services, and makes referrals to other appropriate academic and community resources. The CE Ombuds Office is meant to help with conflicts that arise in any CE-organized activities and involving at least one CE member, not in problems internal to an academic institution, which are expected to be mediated by the appropriate offices and rules in the host institution.

# Evaluation and consulting team



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# Evaluation and consulting focus areas

Cosmic Explorer project evaluation and consulting will focus on:

- **Inclusiveness:** valued contributions, sense of belonging
- **Mentorship:** current experiences, supports needed for mentors and mentees
- **Professional development:** new skills and knowledge, career advancement
- **Organizational efficacy:** communication, structure, interactions with consortium, international collaboration, shared vision
- **Indigenous and Place-based Partnerships & Responsible Siting**  
collaboration



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# Data collection strategies

- Demographic and engagement survey of **CE Project** (in years 1 and 3)
- Demographic and involvement survey of **CE Consortium** (in year 1)
  - **Opens at the end of the CE Symposium on April 25**
- Interviews of CE project members (25 per year, in years 1 and 2)
- Pulse surveys for equity workshops and IPP-RS activities

# CE Project Survey

- 50 submissions collected in Feb 2024
- Data brief shared with CE Project April 18
- Recommendations from survey analysis:
  - Arrange more frequent opportunities for **in-person engagement**
  - Create intentional processes for **onboarding**
  - Create targeted **support for early career Project members**
  - Clearly convey the goals and importance of the **EDI education series**
  - **Communicate more consistently** about Project progress
  - Continue building **connections with the broader scientific community**



# CE Project Survey

- 50 submissions collected in Feb 2024
- Data brief shared with CE Project April 18
- Recommendations from survey analysis
- **Next steps:**
  - Discussion of recommendations by CE Project management
  - Response and discussion with CE Project members
  - Share and discuss with CE Consortium







# CE Consortium Survey opens April 25

- Demographic and involvement survey of **CE Consortium**
  - Opens at the end of the CE Symposium on April 25 through May 23
  - Individual invitation emails sent by CERSE through Qualtrics
  - If you participated in the CE Project survey you are invited to participate in the CE Consortium survey as well
  - If you are not a CE Consortium member or just joined and would like to participate in the survey, please **send an email to Rae Jing Han <rjhan@uw.edu> to be added to the invitation list**



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