

NASA Nebraska Space Grant Diversity, Equity, and Inclusion (DEI) Strategic Plan Framework

Diversity is one of the original objectives of the National Space Grant College and Fellowship Program. The NASA Nebraska Space Grant is committed to offering aerospace-related funding opportunities, programs, and professional development experiences to recruit and retain more females and underrepresented and underserved students in Nebraska.

To be effective and impactful in creating a more diverse Nebraska statewide program, we are creating a Diversity, Equity, and Inclusion (DEI) Strategic Plan. Below, we have outlined a framework that will serve as a guide as we create this plan. For more information on our Commitment to Diversity initiative, visit our website:

<https://www.nespacegrant.org/commitmenttodiversity>

1. Planning and Process

- Establish DEI mission, vision, values, and long-term goals
- Assemble a DEI Subcommittee of Technical Advisory Committee (TAC) members to develop our strategic plan
- Identify evaluation process and metrics for effectiveness, including multiple evaluation measures to eliminate bias

2. Guiding Documents

- UNO School of Public Administration Diversity & Inclusion Plan (April 2018)
- White House Executive Orders 13985 and 14035
- [NASA Mission Equity](#)
- [NASA MissionSTEM](#)

3. Leadership Involvement

- Identify Space Grant staff and TAC subcommittee member roles
- Include affiliate campus leadership to endorse vision
- Connect with other Space Grants for potential collaboration and best practice sharing
- Include local community and education leaders in conversations and strategic planning

4. Recruitment of Diverse Participants

- Evaluate current recruitment strategies to determine effectiveness and identify barriers to participation
- Include our Commitment to Diversity on all disseminated material
- Expand program visibility by conducting affiliate campus visits with DEI Student Groups
- Eliminate bias in competition reviewer scoring through NASA Implicit Bias training

5. Community/Statewide Impact

- Seek partnerships with local DEI organizations
- Offer educational outreach and opportunities for diverse communities
- Share completed DEI Strategic Plan with stakeholders