



ARCS® Foundation Membership – DEI Conversation Tool



DEI Membership Conversation Tool



- Tool Designed by Meleah Ashford of Oregon Chapter and Debjani Sen of the Northern California Chapter, both with technical and HR backgrounds
- Facilitated discussion starting with DEI values and definitions
- Piloted 3 times
- Results similar, yet very different

DEI Membership Conversation Tool



- Format
 - Ice Breaker
 - Definitions
 - Diversity Includes the range of all human differences
 - Equity is the State of fairness that results in access for all
 - Inclusion is the Practice of creating open environments for all
 - Questions and some Pittsburgh Board answers
 - An ideal member has
 - Financial resources
 - Skills
 - Love of learning
 - Passion

DEI Membership Conversation Tool



- Questions and some Pittsburgh Board answers (cont'd)
 - Healthy and Sustainable Membership
 - Variety of Backgrounds and Ages
 - Interest in Education
 - Interest in or appreciation for science
 - Value of ARCS Foundation
 - Unique intersection of women led, science oriented, philanthropic
 - Interaction with ARCS Scholars
 - Access to programming of cutting edge research

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- Questions and some Pittsburgh Board answers (cont'd)
 - Barriers to member recruitment and retention
 - Geographical
 - Financial
 - Time
 - Lack of diversity
 - How to compare to social service and arts organizations
 - Younger women want to see value to careers
 - Time of events/programs
 - Lack of engagement, inclusion
 - Size of membership, too large for engagement but need more members to support ARCS Scholar awards

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- Questions and some Pittsburgh Board answers (cont'd)
 - Other important observation: Younger members are versed in IT tools and feel comfortable and connected with virtual activity. Should we use it more for programs/recruitment?
- Pittsburgh Chapter Process
 - 8 Board members participated
 - Discussion was open and frank
 - Took about 1 1/2 hours
 - Move forward with plans for addressing barriers

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- Moving the Process Forward
 - Train the trainer/facilitator
 - Offer to all Chapters
 - Incorporate some barrier problem solving into tool
 - Next steps with Sara Jean and Jill will offer some tools for enhancing membership.

Questions?