CISTAR's Culture of Inclusion and Diversity Logic Model
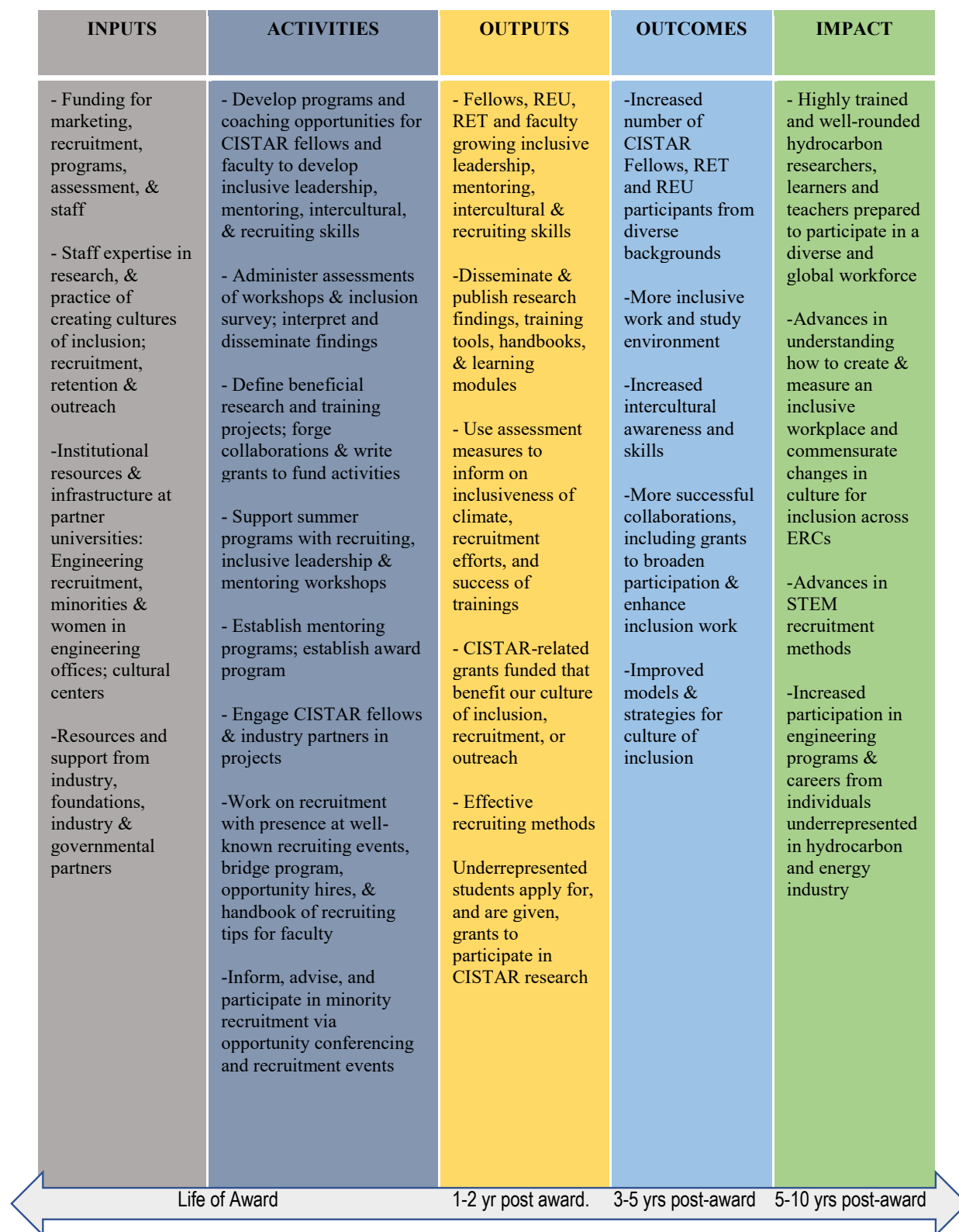
INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACT
- Funding for marketing, recruitment, programs, assessment, & staff - Staff expertise in research, & practice of creating cultures of inclusion; recruitment, retention & outreach -Institutional resources & infrastructure at partner universities: Engineering recruitment, minorities & women in engineering offices; cultural centers -Resources and support from industry, foundations, industry & governmental partners	- Develop programs and coaching opportunities for CISTAR fellows and faculty to develop inclusive leadership, mentoring, intercultural, & recruiting skills - Administer assessments of workshops & inclusion survey; interpret and disseminate findings - Define beneficial research and training projects; forge collaborations & write grants to fund activities - Support summer programs with recruiting, inclusive leadership & mentoring workshops - Establish mentoring programs; establish award program - Engage CISTAR fellows & industry partners in projects -Work on recruitment with presence at well-known recruiting events, bridge program, opportunity hires, & handbook of recruiting tips for faculty -Inform, advise, and participate in minority recruitment via opportunity conferencing and recruitment events	- Fellows, REU, RET and faculty growing inclusive leadership, mentoring, intercultural & recruiting skills -Disseminate & publish research findings, training tools, handbooks, & learning modules - Use assessment measures to inform on inclusiveness of climate, recruitment efforts, and success of trainings - CISTAR-related grants funded that benefit our culture of inclusion, recruitment, or outreach - Effective recruiting methods Underrepresented students apply for, and are given, grants to participate in CISTAR research	-Increased number of CISTAR Fellows, RET and REU participants from diverse backgrounds -More inclusive work and study environment -Increased intercultural awareness and skills -More successful collaborations, including grants to broaden participation & enhance inclusion work -Improved models & strategies for culture of inclusion	- Highly trained and well-rounded hydrocarbon researchers, learners and teachers prepared to participate in a diverse and global workforce -Advances in understanding how to create & measure an inclusive workplace and commensurate changes in culture for inclusion across ERCs -Advances in STEM recruitment methods -Increased participation in engineering programs & careers from individuals underrepresented in hydrocarbon and energy industry
Life of Award		1-2 yr post award.	3-5 yrs post-award	5-10 yrs post-award

Figure 4.6-3 Culture of Inclusion and Diversity Logic Model