

Diversity in Tech Initiative

Team Building Guide

Marcus Foster Education Institute

In support of the Diversity in Tech (DIT) [Networked Improvement Community](#) (NIC), MFEI will facilitate coalition teams on several campuses comprised of community college faculty and staff, industry partners and non-profits. The teams will hold a series of one-on-one meetings to develop proposals for campus-based interventions, test them, track progress and implement the strategies proven to result in the greatest tangible increases towards diversifying the pool of tech talent.

In preparation for the one-on-one meetings, MFEI will need the list of all team members and the non-profits and industry partners who you would also like to have as part of your team.

Please use your college [Team Member List](#) sheet to submit your list of campus-based team members (tab 1) and, if needed, requested non-profit and industry partners (tab 2) **by March 8th 2018**.

To help you consider who should be part of your team, please review the guidelines and below:

Team Building Guidelines

- Each team will be anchored by a participating Bay Area community college.
- MFEI will connect with non-profit and industry partners to help identify the college(s) they will support based on interest or pre-formed partnerships.
 - If more than one college partnership is in place or desired, industry/non-profits can A) identify representatives who can participate in each college team or B) prioritize with college team they want to work closely with first. Colleges have the final determination on which industry and non-profit partners become team members.
- As you identify who should participate in the team, consider the issue at hand. Who from your campus best understands the systems in place that have the greatest potential impact on diversifying the tech pipeline? Who experiences the issue most directly? Who has influence in decision-making that may result in measurable change?

Please see the next page for attendance requirements.

Advancing systemic change and equity for all.

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Minimum Attendance Requirements for the Initial One-on-One Meeting

Note that one person may hold more than one of these roles/expertise

- Project Lead/Key liaison or stakeholder of DIT relationship for their institution
- Faculty
- Someone with knowledge of how students experience enrollment and financial aid
- Current student
- Counselor
- Career Center representative or someone who holds the role of connecting students to internships/apprenticeships
- Someone from Education Opportunity Program (EOP) or a student services office that has high engagement with students who are underrepresented in STEM tracks
- Department Dean or someone aware of how curriculum is rolled out, hiring practices, staff and faculty professional development planning and implementation, and/or is familiar with the institution's Equity Plan and has direct influence in institutional decision-making
- Industry representative of a current/potential industry partner
- Non-profit representative of a current/potential non-profit partner