Engaging Diverse Populations in Evaluation

Multi-Scale Evaluation in STEM Education

Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (NSF INCLUDES)
MEET YOUR MODERATOR

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WHO IS THIS PRESENTATION FOR?

- **Principal Investigators** of NSF INCLUDES Pilot Projects
- **STEM Educators** planning to submit INCLUDES Alliance Proposals
- **STEM Educators** interested in learning more about evaluating program success
HOW TO INTERACT TODAY
MEET YOUR PRESENTERS

Pam Bishop, PhD
Director, National Institute for STEM Evaluation and Research (NISER)
Associate Director for STEM Evaluation, National Institute for Mathematical and Biological Synthesis (NIMBioS)

Kevin Kidder
Evaluation Associate, National Institute for STEM Evaluation and Research (NISER)
TODAY’S PRESENTATION

- What is NSF INCLUDES?
- What is culture?
- What is cultural competency?
- Essential practices in evaluation
- Questions and comments
- How to learn more
WHAT IS NSF INCLUDES?

❖ Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science
WHAT IS NSF INCLUDES?

❖ Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science

❖ Three essential components:
  ❖ Design and Development Launch Pilots (DDLPs)
  ❖ National Network Coordination Hub
  ❖ Alliances
Key Elements of Engaging Diverse Populations in Evaluation

- Defining culture
- Cultural competency
- Essential practices in evaluation
What is Culture?
What is **Culture**?

- Environment
- Behaviors
- Values & Attitudes
- Fundamental assumptions and beliefs

Visible signs

Invisible causes

April 6, 2018
What is Cultural Competency?

American Evaluation Association Guiding Principles

❖ Awareness of self
❖ Reflection on one’s own cultural position
❖ Awareness of others’ positions
❖ Ability to interact genuinely and respectfully with others
What is Cultural Competency?

AEA Guiding Principles
Essential Practices in Evaluation

Acknowledge the complexity of cultural identity
Essential Practices in Evaluation

Recognize the dynamics of power
Essential Practices in Evaluation

Recognize and eliminate bias in language

❖ Emails
❖ Proposals
❖ Surveys
❖ Interview/focus group protocols
❖ Reports
Essential Practices in Evaluation
Recognize and eliminate bias in language—An Example

APA
i) Make sentence plural; ii) rewrite sentence and replace with article or iii) rewrite and drop pronoun; iv) combine both pronouns (he/she)

Webster
Suggest using the plural pronouns where the writer thinks it sounds best and using singular pronouns where the writer thinks it sound best

Oxford
Suggests that it can be used, but does not recommend in formal contexts.
Essential Practices in Evaluation

Employ culturally appropriate options

- Maintain an awareness of the populations in which we are evaluating/working with
- Use data collection/analyses/reporting techniques that align with our needs in working with culturally diverse populations
Essential Practices in Evaluation

Employ culturally appropriate options—some tips

❖ Ensure that the members of the evaluation team collectively demonstrate cultural competence in the context for each evaluation.
❖ Select or create data collection instruments that have been (or will be) vetted for use with the population of interest.
❖ Use intermediaries to assist with collecting data from persons whose participation would otherwise be limited by language, abilities, or factors such as familiarity or trust.
❖ Engage and consult with those groups who are the focus of the evaluation in the analysis and interpretation of data, to address multiple audience perspectives
Essential Practices in Evaluation

Be aware of your personal biases

❖ Listen carefully
❖ Check your privilege
❖ Be respectful
❖ Risk making respectful mistakes
Key Take-Aways

Think about a bias that you may have

- Understand what both culture and cultural competency are
- Acknowledge the complexity of cultural identity
- Recognize dynamics of power
- Recognize and eliminate bias in language
- Employ culturally appropriate options
- Be aware of personal biases

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TODAY’S Presentation

❖ What is NSF INCLUDES?
❖ What is culture?
❖ What is cultural competency?
❖ Essential practices in evaluation
❖ Questions and comments
❖ How to learn more
HOW TO LEARN MORE

ATTEND OUR FUTURE WEBINARS! :  www.nimbios.org/IncludesConf/webinars

May 3  Qualitative Data in Culturally Rich Evaluations of NSF INCLUDES Projects Evaluation
June 7  Strategies for Measuring the Broader Impacts of NSF INCLUDES Projects

NISER Resources

stemeval.org
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Contact us!

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Thank you!

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Additional Resources for Evaluators and PIs

- American Evaluation Association Guiding Principles
- American Evaluation Association public statement on cultural competence in evaluation