

Food Portion:

- Two Sandwich Halves
- 1x each chips and cookies

This is a politics-free area!

Welcome to NI3!

New Initiatives III

The Five Year and DEI Plans

Chapter Updates

- Fourth Gen is next Tuesday (November 12th) **in 1013 DOW (here)**
- Leadership Panel next Wednesday (Nov 13th) at 6:30pm
 - If you're interested in being a Panelist, please fill out the QR code (tbpmig.org/leadership-panel)
- MindSET3 is November 17th
 - Sphero Ball Robots
- **Elections are Tuesday November 19th!**



The Plans to Discuss

The Five Year Plan

- Last created/adopted in 2015 by the Advisory Board to help set out a long-term vision for the Chapter
- Focus on building stable growth and progress
 - As opposed to shorter goals which are often constrained by turnover
- Available at tbpmig.org/5yearplan

We're looking for feedback from the Chapter to inform the development of a new Five Year Plan

The DEI Plan

- Created every two years for use by both ourselves and the University
- Currently drafting our plan for the 2024-25 and 2025-26 academic years
- Focusing on the area of “Policy and Practice”, the procedural aspects of the Chapter to promote DEI and address grievances as needed

We're looking for feedback from the Chapter to aid in the drafting of the DEI Plan

Your Options for Tonight

Look Back

- Review our old Five Year Plan
 - Did we meet the goals that we set out to meet?
 - Were they the right goals to try and achieve?
 - What should we continue to pursue?
- Think back on the last few years of growing DEI work
 - What have been the strongest additions we've made?

Look Forward

- What objectives should we capture in our DEI Plan?
 - Metrics to measure?
 - Events to do?

- What should our Five Year Plan focus on?
 - Certain events?
 - How the Chapter operates?
 - Quality versus Quantity based approaches for growth?

Small Group Time!

Get Into Groups of Five-ish

- Please go to tbpmig.org/ni3
- We'll be working off a joint Google Doc today
 - Tab for the DEI Plan
 - Tabs for 5 Year Plan ideas divided by Team
 - Executive
 - Events
 - Chapter
- Why a Google Doc with Tabs?
 - Today is more of a brainstorming session, conceptualization is the goal
 - I want discussion to be easier and more collaborative
 - Feel free to discuss what other groups are writing down

DEI Plan - Focus Area: “Policy and Practice”

Brainstorm goals

- More collaboration with identity focused orgs
- Collect/analyze demographic data regarding members (especially electees) to begin recognizing shortfalls in our DEI policies so we can brainstorm solutions. This could involve continuing development of the statistics spreadsheet by leadership, etc. Complete within the next year?
 - Can also collect demographics for the students who are eligible to elect. See if there are trends year-on-year, compare those demographics with rest of College of Engineering and the TBP chapter.
- Climate survey, but wording matters a lot
- DEI book club, speakers
- Open floor on DEI topics
 - NI-like event for DEI
-

Template:

Set goals that help reach the desired outcome(s). You can have multiple goals to achieve the outcome(s).

SMART Goal #1- _____

Date of focus:

Action Steps to overcome the challenge:

- 1.
- 2.
- 3.

EXAMPLE PLAN:

SMART Goal #1- To collect and disaggregate data on what causes students to stay or leave our organization to help inform what adjustments to make to our recruitment process.

Date of focus: August to October 31st, 2022. To be repeated the following year during that recruitment cycle- August to October 31st, 2023.

Action Steps to overcome the challenge:

1. Create data collection methods and set up a timeline for distribution.
2. Send out surveys, set up focus groups, and learn from current members as well as members that have left.
3. Review the data for themes using a DEIA lens.
4. Develop suggestions for improving our recruitment and onboarding process and share this with all members.
5. Teach members how to implement this new process.
6. Apply the new process in our January and Fall recruitment cycles and re-assess its effectiveness.

Chapter Leadership

- Leadership Development:
 - It seems like there is a huge step going from being an active (with like 3-5 required hours per semester) to something like membership officer which has a lot of responsibility. We wish that opportunities for leadership experience were more widely available/better advertised.
 - Leadership opportunity document is very long and not easy to approach.
 - Upcoming leadership panel is an attempt to better elucidate and advertise leadership opportunities, so decent first step.
 - Would maybe be cool if there could be specific people on exec to talk to about this (designated at the beginning of the semester) who could help with things like being a project lead and getting experience in leadership
 - Or maybe some kind of shadowing program where you could help an officer with their duties for a week or two at a time to see what the experience is like?
- Clearer committee responsibilities: is it usually only joining meetings or there is more?
- Starting certain event categories (e.g., K-12) is a lot harder than others due to inertia and admin responsibilities

Chapter Operations

- Restarting an event cold is really hard

Other Thoughts

- Having perks for joining the TBP board?

Signature Events

- Now
 - **CF**
 - K12
 - MBD
 - CSD
 - Maybe makes more sense to class these as “K12 event with Scouting America” than wedding the “signature” designation to one particular format
 - MindSet
 - Cantina
 - NI
 - The Breakfast Parties? Happens really often, we have the banner up, etc.
- First two have an external-facing component, but 5-year plan describes more in terms of identity to the chapter
- The Biggest Pie
 - Huge pie baking event for outreach and fun(draising?)
 - Don't really need fundraising thankfully, but good idea
- Need a big annual event, something like an international event to travel to other countries and partner with local chapters of orgs to do something cool/useful for that community

Other Events

- PD Info SESSIONS
 - More for different majors
- NEST
- NAP
- Breakfast Parties
- Hot Chocolate Outreach
- Knitwits
- Adopt-a-Park (developing)
- Do we still consistently do MLK Luncheons?
 - No - why?
- What is TBP Book Swap?
 - Similarly, a TBP book club (engineering-centric or preferably not lol)
 - Second
 - We facilitated a textbook trade in – the chapter paid people for textbooks then we would sell those for a profit (but I think we eventually started losing money so it stopped)
- Dog petting event for engineers at the grove

- Goat/puppy yoga!
- CIDER MILL
- Events for Girl Scouts
- Project team showcase day, have teams showcase what they've been doing to attract new members, and for professional development if recruiters are invited
- Career events with TBP alumni (either from this chapter specifically or more generally)
 - Also having more faculty-led events
- Honors Brunch
- Graduate students panel
- Collaborations with other honors societies besides HKN (eg. SGT, PTS, OXE).
 - Include other honors societies outside of engineering (like Sigma Xi?)
- TBP running club? Or biking club? Other active clubs?
 - Does TBP do intramurals?
 - +1!!!!
- Major fair?
- TBP smash bros tournament
- Summer social/ k12 events
- Have more fun events at actives meetings such as jeopardy and stuff
- Food bank/kitchen service events for holidays

Involvement Beyond UMich

- MI-I isn't really struggling as much
- Some sort of competition with MSU/OSU chapters, don't know anything about these chapters right now
- Event suggestions?
 - Cross Michigan TBP chapters (district 7) sports day
 -

Other Thoughts

- There's a shortage of DEI focused events
 - Events targeted for neurodivergent people
 - Also how to interact better with neurodivergent people
 - Events to celebrate holidays for various cultures
 - Luncheons for days/months like MLK day (i.e. women's history month, AAPI heritage month, etc.)
 - celebrating different big cultural festivals - Chinese new year, diwali, Ramadan, etc..
 - Members share their culture (like a short sharing/presentation)
 - Could partner with other student orgs (SWE, cultural student societies, etc.)
 - Diversity potlucks
 - Excursions (i.e. DIA)

- Events to welcome electees
 - Diversity panel
 - Diversity chats
- Need more physically active events and outdoors activities
 - Group x classes
 - IM sports
 - We had IM soccer and flag football this semester - but we could definitely publicize this better
- Grad focused events - this has improved in recent semesters, but good to keep that momentum going to increase grad student interest in TBP and help grad students connect with each other
 - Annual Retreats
- Recurring events noted in the 2015 plan have turned into important (if not necessarily “signature”) events for the chapter, like the Breakfast Parties
 - What are we doing now on a small/inconsistent scale that could fit this category?
 - Tailgate?
 - Drew: I’m hoping NEST can become part of the chapter’s signature activities. Adopt-a-Park also has long-term potential.

Membership and Alumni

- **Keeping actives engaged**
 - Socials in a variety of categories, opportunities to lead
 - Creating more opportunities for electees to get to know each other during electing sem
 - More electee team meeting?
 - More engaging actives meetings
 - What ways are there to improve this if there's few ways to squeeze in more Tuesday meetings?
 - More incentives to stay active
 - Team actives
 - May be a large commitment, how to mitigate this?
 - More information on DA/PA, leadership
 - For context, here is the percentage of electees who finished electing out of those who made a website profile:
 - F23 - undergrad: 74.3%, grad: 77.4%
 - W24 - undergrad: 82.4%, grad: ?
 - F24 - undergrad: 82.8% so far
 - Finding ways to specifically keep grad electees engaged and motivated to remain active and involved.
- **Alumni relations:**
 - Get AAAAC to actually do things lol
 - Drew: hopefully working on that soon
 - Spread awareness of alumni chapters as members graduate
 - Alumni talks? industry experience talks
 - Revive sandwiches and speakers with alumni speakers
 - Also talk with SEMIAC/CMAC/other alumni chapters in Michigan

Chapter Image

- Decorating the Bent for holidays (MI-E recently did theirs for Halloween)
 - Also polishing the bent



- Example image: (From Ohio Mu)
- There's quite a number of faculty members that are TBP members. Having a list of them might add to the credibility of the chapter?
 - We do this at first gen, but probably a good idea to add to the invitation email
- Make sure electees know this is not a scam! There was some confusion this cycle due to emails getting flagged
 - Other ways of introducing/advertising TBP to the UM community?
 - Perhaps have a TBP outreach booth at career fair? So people who do not know
 - Maybe have a table by all the entrances to the career fair so people see the logo and associate it?

TBP knows that TBP is actually legit and not a frat house.

 - Alex: TBPfrathouse 🙄
 - Consider having academic advisors send an email shortly after our invitation emails go out
- For new UM admits, you can go on a tour of the University and go to optional info sessions about opportunities in the university - have TBP give an intro, or be a part of the slides of one of the sessions? Creates early positive exposure/publicity and establishes legitimacy.
 - Requires a lot of resources (lots of volunteers) if we have someone talk about it at every time
- Sandwiches and Speakers has been inactive for a bit, but it seems to have been a good way to reach out to faculty and have participation outside of the chapter.
 - The premise of Sandwiches and Speakers (to my understanding) is to give an opportunity for grad students to present their research in front of faculty and an audience to get experience for public/defense speaking.
- Drew: An interesting topic during
- Decorate the sidewalks with chalk motivators during the first week (and sign them as from TBP) to spread awareness?

Other Thoughts

- This TBP chapter could work on setting up chapters for other professional/technical engineering societies (i.e., IEEE Photonics chapter, ACS student chapter)
- TBP sponsored coffee machine (?)
 - Can talk with HKN re: dB cafe
 - See also: Foo Bar

- Section in 5 year plan talks about improving/maintaining website - work could be done here, scholarship tab on website could be an addition

Website improvements:

- Dropdown with links to useful forms:
 - tbpmig.org/expenses for reimbursement submissions
 - tbpmig.org/electee-dues for the shopify website
 - tbpmig.org/dues-submission for dues receipts
 - tbpmig.org/photocomp for photocomp submissions
 - Move “Submit Tutoring Form” underneath here
- Rename “Chapter Bylaws” to “Chapter Governing Documents”
- Update “Joining” page - 3 column layout is really outdated
- Add a tab specifically for leadership resources - i.e. leadership guide, leadership application form, info about officer positions, etc
- Update “Outreach” to include MBD/CSD, Engineering Day, and other current service events.
- Remove/refurbish TBPlayground
- Add filters to “Member Profiles” (eg. first letter of last name, major)

Sign In Code:

First, tell Alyssa to feel better

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Sign In Code:

TheBrandnewPlan



tbpmig.org/leadership-panel

