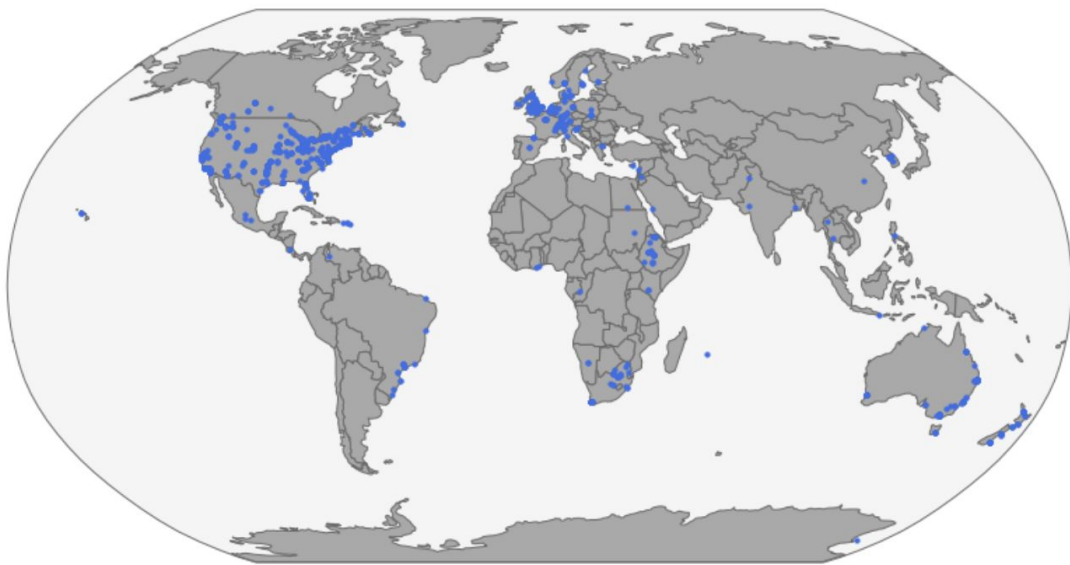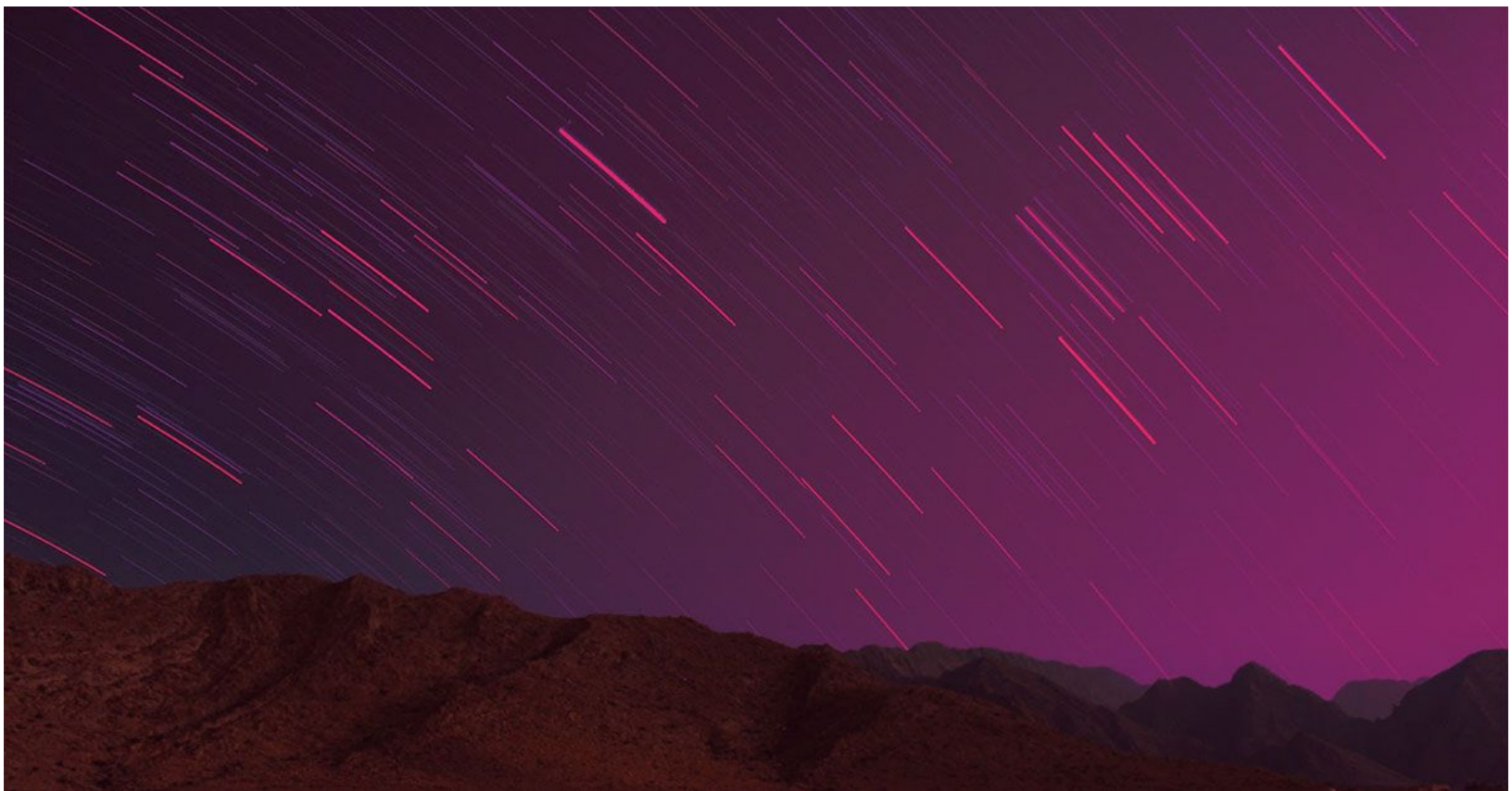# Equity, Inclusion, & Accessibility Roadmap

## The Carpentries

*Diversity is our Goal. Equity, Inclusion, & Accessibility is how we get there.*
*-Tracy Teal, Executive Director, The Carpentries*

## What is a Roadmap?
- - - - X

This roadmap outlines The Carpentries desired outcomes for equity, inclusion, and accessibility (EIA). It includes milestones ("stops") we employ to achieve the performance objectives for each of The Carpentries program areas.

The goal of this roadmap is to present a dynamic plan to support The Carpentries' mission and vision. As a community, we have acknowledged the challenges we face to support a diverse community of instructors. This roadmap is one step we are taking to help us address these challenges.

> "
>
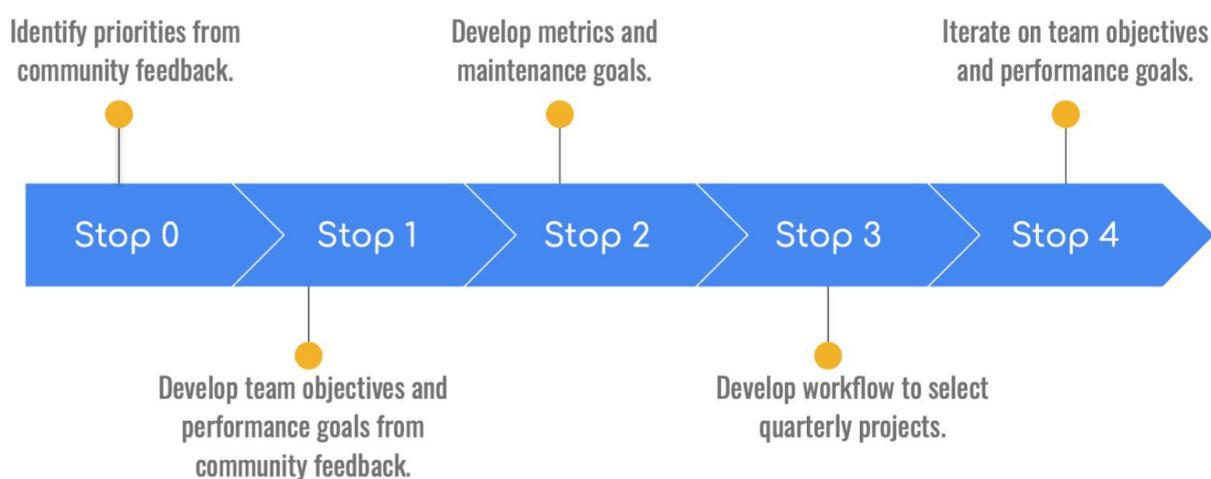> # Diversity is being invited to the party. Inclusion is being asked to dance.
> - Verna Myers
>
> "

# Roadmap 'Stops'
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Our roadmap includes several 'stops' - the steps we took to write our team objectives and performance goals. Thes 'stops' are outlined below.

Identify priorities from community feedback.

Develop metrics and maintenance goals.

Iterate on team objectives and performance goals.

Stop 0 > Stop 1 > Stop 2 > Stop 3 > Stop 4

Develop team objectives and performance goals from community feedback.

Develop workflow to select quarterly projects.

# Team Objectives and Performance Goals
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Each team was asked to describe its team's function and output, the community/sub-communities it serves, and how the team considers equity, inclusion, and accessibility when planning and executing programs and projects. From these descriptions we developed the following objectives and performance goals.

## Business Team

**Objective:** Lower barriers to international accessibility and engagement to our community from a business perspective.

<u>Performance Goals</u>
- ➔ Develop a scholarship program for workshops and à la carte instructor trainings.
- ➔ Develop a seamless hiring and contracting workflow.

## Community Development Team

Objective: Empower community members to promote foundational computational skills.

<u>Performance Goals</u>
- ➔ Provide professional development opportunities for community members.
- ➔ Provide avenues for conversations and collaboration among community members.

## Curriculum Team

Objective: Maintain a high quality and accessible lesson stack across each lesson program.

<u>Performance Goals</u>
- ➔ Provide accessible avenues for community contributions to lessons.
- ➔ Provide infrastructure to support community contributions to and development of written lessons in non-English languages.

## Infrastructure Team

Objective: Apply human centered design to technical Infrastructure and documentation.

<u>Performance Goals</u>
- ➔ Develop The Carpentries Request for Comments/Feedback procedure.
- ➔ Revise The Carpentries templates for improved access and usage.
- ➔ Assess The Carpentries services and subscriptions to ensure they align with our values.

## Instructor Training Team

Objective #1: Maintain a Culturally Responsive Instructor Training Curriculum and Continuing Education.

<u>Performance Goals</u>
- ➔ Explicitly integrate principles of culturally responsive education into Instructor Training and Trainer training curricula.

➔ Provide pathways for Instructors to develop and strengthen their cultural competence, inclusivity, and accessibility perspectives and practices.

Objective #2: Recruit and retain a diverse and inclusive Instructor and Trainer community.
Performance Goals
➔ Develop pathways for new geographical regions and areas with unstable internet.
➔ Develop pathways for Deaf/deaf/HoH trainees.

## Leadership Team

Objective: Build a culturally competent staff team that promotes The Carpentries mission, vision, and values.
Performance Goals
➔ Acknowledge and embrace staff cultural practices.
➔ Develop a career planning program to support full-time paid staff and contractors.
➔ Develop The Carpentries Assessment Strategy.

## Membership Team

Objective: Develop a Robust, Empowering, and Prestigious Membership Program.
Performance Goals
➔ Create Member Onboarding to include strategies for local community building and training capacity with equity, inclusion, and accessibility in mind.
➔ Provide Member Organisations reports and recommendations for building local capacity for training and community to establish a culture of learning.

## Workshop Administration Team

Objective: Eliminate barriers to participation for teaching and helping with workshops.
Performance Goals
➔ Develop an accessible workflow for signing up to teach workshops.
➔ Empower instructors to run self-organised workshops.
➔ Assess and improve Instructors' sense of validation, belonging, and personal safety.

We invite you to read the full Equity, Inclusion, and Accessibility Roadmap. To get involved, file an issue on the equity-and-inclusion GitHub repository, or email Kari L. Jordan (kariljordan@carpentries.org).