

Topics to be Addressed in Agency Equity Action Plans

<i>Due Date:</i>	<i>Thursday, January 20th, 2022 (Upload by 5:00 PM)</i>
<i>Method of Submission:</i>	<i>MAX: https://collect.max.gov/x/Ms6gnO</i>
<i>Maximum Length of Report:</i>	<i>See guidance below.</i>
<i>Format:</i>	<i>Microsoft Word Document, 12 pt. font, normal margins</i>
<i>Release:</i>	<i>This document, per Executive Order (EO) 13985, contains an Equity Action Plan (“Plan”) to meaningfully address the barriers and opportunities identified through the agency’s equity assessment. The Plan will be used to help set public expectations and promote accountability and inform the agency’s longer-term equity planning and implementation strategy. The Plan should be reviewed by the agency’s Office of General Counsel (OGC) prior to submission, and may be used to inform public documents released by the Domestic Policy Council (DPC).</i>

(1) Executive summary

The Morris K. Udall Foundation was established by the U.S. Congress in 1992 as an independent executive branch agency to honor Morris K. Udall's lasting impact on this Nation’s environment, public lands, and natural resources, and his support of the rights and self-governance of Native Americans and Alaska Natives. In 2009 Congress enacted legislation to also honor Stewart L. Udall for his half century of distinguished national leadership in environmental and Native American policy. The agency is known today as the Morris K. Udall and Stewart L. Udall Foundation (Udall Foundation) and is headquartered in Tucson, Arizona.

The Udall Foundation is authorized by Congress to:

- Award Scholarships, Fellowships, and Internships for study in fields related to the environment and to Native Americans and Alaska Natives in fields related to health care and Tribal public policy.
- Connect youth to the Nation’s public lands and natural resources to foster greater understanding, appreciation, stewardship, and enjoyment of those lands and resources through photography, positive outdoor experiences, and environmental education through the Stewart L. Udall Parks in Focus® Program.
- Provide funding to the Native Nations Institute for Leadership, Management, and Policy for research, education, and outreach on Native American and Alaska Native health care issues and Tribal public policy issues.
- Provide funding to the Udall Center for Studies in Public Policy to conduct policy research and outreach on the environment and related themes.
- Provide funding through the Udall Center to the University of Arizona Libraries, Special Collections to serve as the repository for the papers of Morris K. Udall and Stewart L. Udall and other such public papers as may be appropriate and assure such papers' availability to the public.
- Provide impartial collaboration, consensus-building, training, and conflict resolution services on a wide range of environmental, natural and cultural resources, Tribal, and

public lands issues involving the Federal Government through the John S. McCain III National Center for Environmental Conflict Resolution.

Equity Assessment Summary

The Udall Foundation equity assessment focused on the Udall Undergraduate Scholarship program. The Scholarship program offers a one-time payment of \$7,000 for eligible academic expenses to college sophomores and juniors. Individual universities and colleges may nominate up to four candidates per Scholarship category; a Udall Foundation-convened reader panel then selects the final awardees. In 2021, 55 Udall Scholars were selected from a pool of 416 nominees.

The assessment evaluated the intersection of programming and equity in the Scholarship program by analyzing possible barriers for students applying from Minority Serving Institutions (MSIs). A range of academic institutions may be designated as MSIs, including Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges and Universities (TCUs), and Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs). The initial assessment of the Scholarship program focused on HBCUs.

The equity assessment determined deficiencies in the Scholarship program's outreach and recruitment strategy. Such deficiencies resulted in information access barriers for HBCUs and underscored the lack of intentional and consistent engagement with MSIs. Based on these observations, the Udall Foundation acknowledged a need to develop a more comprehensive and inclusive outreach and recruitment strategy for the Scholarship program to strengthen the participation of HBCUs specifically and MSIs generally. The Udall Foundation continues to build upon these initial findings and evaluate all categories of MSIs separately to address any unique challenges that may exist among the institution types.

(2) Summary of early accomplishments

Since the release of EO 13985, the Udall Foundation completed the following implementation actions:

- Invited representatives from MSIs to serve on the 2021 Scholarship program reader panel.
- Developed a tracking system for MSIs in the Udall Foundation's internal Scholarship program database.
- Conducted stakeholder meetings with representatives from MSIs to assist with identifying access barriers to Scholarship program information.
- Streamlined the 2022 Scholarship online application based on feedback from stakeholders.
- Attended the 2021 White House Initiative on Historically Black Colleges and Universities Conference.
- Participated in the 2021 HBCU Career and Recruitment Fair.

(3) Equity action plan

The Udall Foundation seeks to reduce equity barriers and grow participation from MSIs in its Scholarship program as it enhances its agency-wide commitment to diversity, equity, and inclusion principles and practices. As an initial step, the Udall Foundation will develop and implement an MSI Initiative within its Education Programs. The MSI Initiative will consist of a variety of initiatives focused on improved access to the Scholarship program for students attending under-represented institutions including HBCUs, HSIs, TCUs, and AANAPISIs.

Plan Overview

Goal 1

Ensure Senior Leadership Commitment

Objective	Implementation Initiatives	Actions
Through Senior Leadership commitment, implement changes in outreach strategy and Scholarship selection process to increase the number of applicants from MSIs.	Senior Leadership conveys the importance of equity.	Maintain a designated Equity Lead for the duration of the action plan implementation.
	Senior Leadership demonstrates support of the MSI Initiative.	Allocate adequate resources to develop, implement, and maintain engagement activities with MSIs that are focused on reducing equity access barriers.
	Senior Leadership continuously evaluates effectiveness of the MSI Initiative.	Develop a plan to track and monitor progress.
	Senior Leadership includes commitment to equity in performance plans.	Ensure relevant employee performance plans include a programmatic equity element.

Goal 2

Strengthen Scholarship Program Equity Commitment

Objective	Implementation Initiatives	Actions
Increase engagement and participation of MSIs by mobilizing additional support and resources.	Develop a specific communication strategy for MSIs.	Conduct direct and proactive outreach to MSIs including tailored marketing materials, email campaigns, and social media plan.
	Participate in outreach and recruitment events for MSIs.	Attend various education fairs and networking and recruitment events for under-represented colleges and

		universities, including HBCUs, HSIs, TCUs, and AANAPISIs.
	Provide enhanced program support and resources to MSIs and communicate agency objectives and progress to MSIs.	Offer specific annual webinars for faculty representatives at MSIs to assist with promoting the Scholarship program on campus, completing the application process for students, and reviewing the agency’s progress towards its MSI engagement objectives.
	Increase MSIs representation on the Scholarship program reader panel.	Invite representatives from MSIs to participate on the Scholarship reader panel.
	Leverage Federal partnerships to increase awareness of the Scholarship program.	Foster professional relationships with Federal partners such as the White House Initiative on Historically Black Colleges and Universities, White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics, White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders, and White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities.

Equitable Outcomes

MSIs have an important role in higher education. These institutions often provide access to under-represented communities of the overall college population. By implementing a MSI Initiative, the Udall Foundation expects to increase awareness of the Scholarship program for students attending MSIs which will expand access to under-represented communities.

The near- to mid-term (2-3 year) goal is to fully implement the MSI Initiative action plan and increase the number of applicants from students attending MSIs. The long-term (5-year) goal is to increase the diversity of the institution types represented in each Scholarship class.

Tracking Process

Beginning with the 2023 Scholarship application cycle, the Udall Foundation will track the agency's outreach and recruitment efforts and corresponding application submission rates for MSIs. Performance-based benchmarks will be identified to monitor progress and effectiveness of the MSI Initiative including a metric related to increasing the number of applications from MSIs over a 5-year period. The data collected will be reported to agency Senior Leadership, to Administration and Congressional audiences as requested, and to MSI faculty representatives as part of the annual Scholarship recruitment and selection process.

Accountability

The Udall Foundation Equity Lead will brief Senior Leadership on the status and effectiveness of the MSI Initiative on at least an annual basis. Areas of improvements will be identified, along with recommendations for corrective actions. In addition, a general description of the MSI Initiative will be included with Scholarship program information on the Udall Foundation website.