Organize departmental BPC efforts at your university:

1. Create a sign-up list of local diversity activities, and incentivize all faculty to participate.
2. Create a departmental plan for nsf broadening participation that faculty can support, now required for many funded cise proposals.
3. Consider how to leverage bpcnet providers as part of your departmental plan.

Optics matter: Include pictures of URMD students in websites and printed materials. Artwork, examples in class, etc. should appeal to all students and not reinforce stereotypes.

Make departmental infrastructure accessible, inclusive and internationalized: Accessible classrooms, labs, offices, websites, videos, etc. Preferred pronoun for transgender students.

Measure and track: Your enrollment, demographics, etc. Regularly to identify problem areas and track changes, on your own, or with the cra data buddies.

Create a community for URMD students: By sponsoring student organizations, and sending students to grace hopper and tapia celebrations.

Recruit URMD TAs, professors, advisors: Students should see someone who looks like them being successful in their field.

Undergraduate research: Work with women and URMD students in undergraduate research projects, e.g., through CRA CREU and DREU.

Curriculum enhancements that appeal to diverse students: Introductory courses that assume no computing background, cs+x degree programs, service-learning and accessibility electives.

Develop the K-12 pipeline: Work with k-12 teachers (CSTA) and improve state curricula (ECEP) to advance k-12 computing education.

Community engagement to stimulate computing interest and skills: Organize rigorous and joyful outreach events that bring diverse K-12 students and their families onto your campus.