OPTYCs
The Organization for Physics at Two-Year Colleges

Diversity, Equity & Inclusion
Capacity-Building Program

Applicant's Contract

Applicant Name: _____ _____
First Last

Institution Name: _____

If I am selected for the **Diversity, Equity & Inclusion Change Agent Teams (DEI) program** for Two-Year College Faculty, I agree to fully participate in the entire two-year experience. This includes the following:

- **Immersive Discussion Retreat (January 6-7, 2024)**
  Hilton New Orleans Riverside, New Orleans, Louisiana
  I will attend this retreat, which will begin at 8:00am on January 6, 2024, and will end by 6:00pm on January 7, 2024. I acknowledge that I will need to arrive on Jan. 5, and depart on or after Jan. 8. Accommodations will be provided for three (3) nights.
- **Online (synchronous and asynchronous) discussions (January - December 2024)**
  I will contribute at least once per month to our online community; this may involve asynchronous contributions to an ongoing discussion about related experiences, research, or books or synchronous meetings to share and continue learning. I understand that this commitment is expected to take 2-3 hours/month. In building a more inclusive environment, I recognize that this time commitment will be related to my regular curriculum and class planning, and will help me be more effective with my students.
- **Reunion Conference (January 2025; tentatively Phoenix, AZ – specifics will be confirmed by Jan. 2024)**
  I will attend this one-day meeting, during which I share my experiences and reflections on my DEI Journey. I will also develop a dissemination plan for the following year, bringing my training to my community, which may include: my department, college, or local region. As part of this one-day reunion, I will engage with the next cohort of this program in their Immersive DIscussion Retreat.
- **Online (synchronous and asynchronous) discussions (January - December 2025)**
  I will to contribute to online discussions, sharing my experiences as I disseminate my DEI training. I understand that I have the opportunity to act as a mentor to Cohort 2 during this period. I understand that these commitments are expected to take 2-3 hours/month.
- **Other data collection and evaluation expectations** I will complete evaluation surveys which will be reviewed by the OPTYCs organizers and/or external evaluators to understand the impact of this program and to improve it for the future. The external evaluators may make use of other project data, including observations of activities, and registration. My contributions and information will remain confidential within the project and project personnel, and results will only be reported in aggregate.

_____ _____
Applicant's Signature Date

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