

STEM and Underrepresented Minority Groups: A Sociological Perspective

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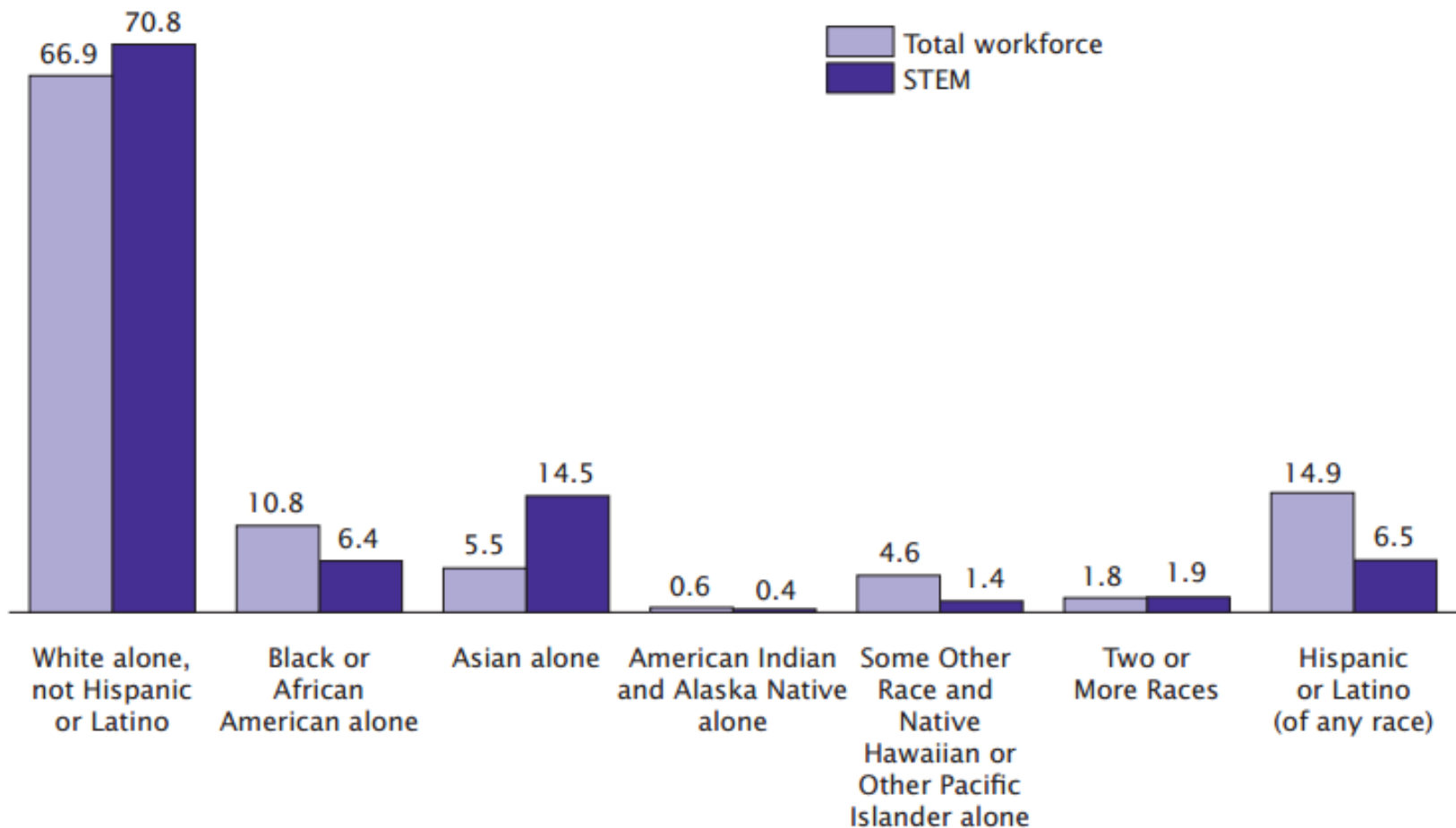
Research problem

- ▶ Increasing representation of underrepresented groups in STEM

Figure 9.

Racial and Ethnic Representation in the STEM Workforce

(In percent. Data based on sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see www.census.gov/acs/www/)



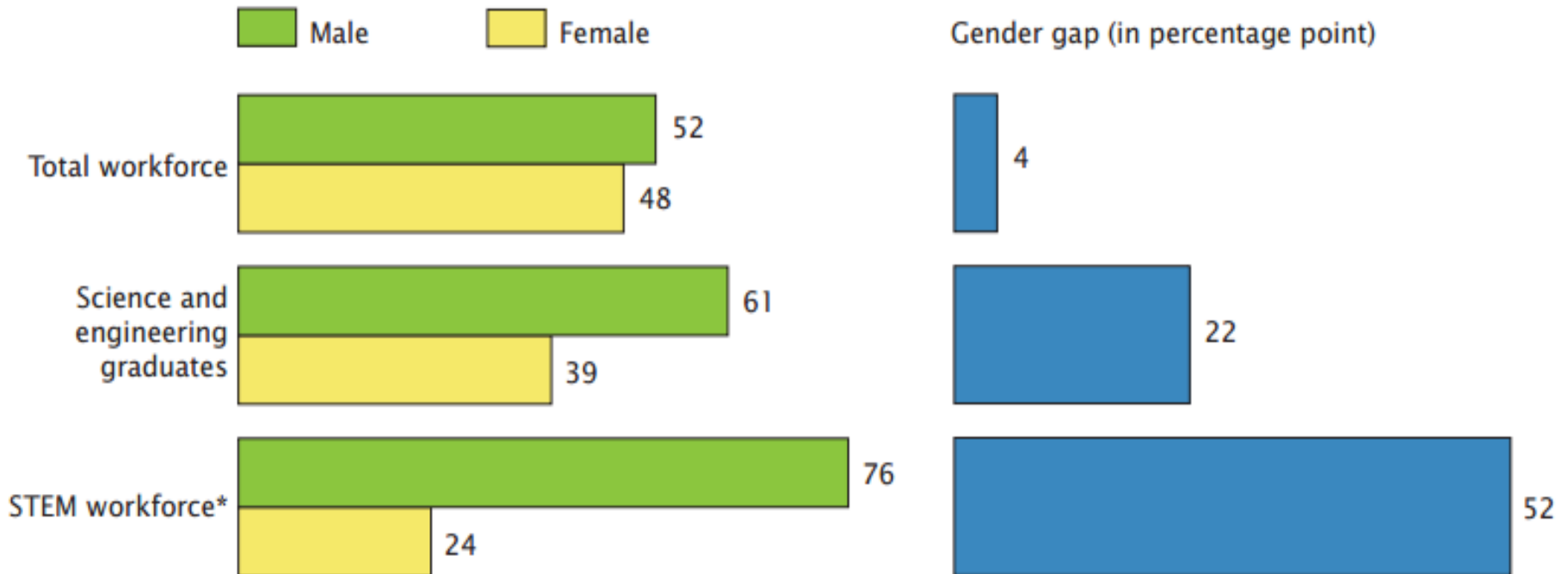
Note: Native Hawaiian or Other Pacific Islander alone was combined with Some Other Race because of a small number of sample observations.

Source: U.S. Census Bureau, 2011 American Community Survey.

Figure 14.

Share of Total Employment, Science and Engineering Degrees, and STEM Employment by Sex

(In percent. Data based on sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see www.census.gov/acs/www/)



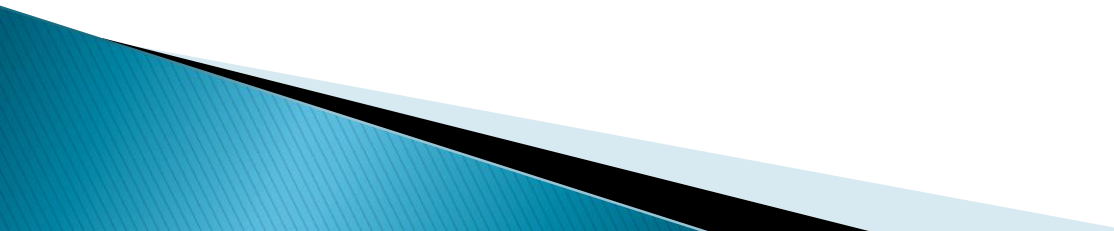
*With a science or engineering bachelor's degree.

Source: U.S. Census Bureau, 2011 American Community Survey.


Strategies to address issue

- ▶ Faculty-Centered Approach
 - Buying-in
 - Step outside comfort zone
 - Ethic of care

 - ▶ Student-Centered Approach
 - Gaining rapport and building trust
 - Truth telling
 - Academic capital
 - Don't be invisible

 - ▶ Institutional Approach
 - Changing venue
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Challenges

- ▶ Being unaware of best approaches to issue
 - ▶ Resources
 - ▶ Barriers to communication
 - ▶ Messengers
 - ▶ Overnight Expectations
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Success of Approach

Race of DESG Applicants By Year

	2010	2011	2012	2013	2014
African-American	5	5	5	9	18
Hispanic	0	3	2	0	0
Other	3	0	0	0	6

Success of Approach

Race of DESG Awardees By Year

	2010	2011	2012	2013	2014
African-American	3	4	4	6	7
Hispanic	0	3	2	0	0
Other	0	0	0	0	0

Success of Approach

Gender of DESG Applicants By Year

	2010	2011	2012	2013	2014
Female	29	18	14	21	30
Male	37	39	37	48	51

Thank you!!

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