Recruiting, Supporting, and Retaining Minorities in STEM
31% of US Pop. Underrepresented Minorities (URM)

- African American or Black
- Latinx/Hispanic
- American Indians
- Alaska Natives
- Native Hawaiian
- Pacific Islander

Source: National Center of Education Statistics 2017-2018
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20% of STEM degrees conferred to URM students

Source: National Center of Education Statistics 2017-2018
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20% of STEM degrees conferred to URM students

12% of Marine STEM degrees conferred to URM students

Source: National Center of Education Statistics 2017-2018

MarSci-LACE
Marine Science Laboratory Alliance Center of Excellence
MarSci-LACE Grant

3 year grant for $1.5M
LSAMP Center of Excellence for Broadening Participation

Lead Institution
Mote Marine Laboratory

University Partners
College of the Florida Keys
SCF

Institution Partners
Smithsonian
Independent Marine Research Institute Partners
MarSci-LACE Grant

- Mote is the first non-academic lead institution on any LSAMP grant in 30+ years
- First Marine Science focused LSAMP program
- Only Center of Excellence award in 2019; one of 8 nationally
Collect data around URMs and marine science

Assess boundaries, experiences, needs of students and mentors

Develop resources and best practices

Share beyond MarSci-LACE
Our Methods

The program structure creates an iterative feedback-improvement cycle.
Building an Internship Experience

- Guidance from a Mentor
- Hands-on Science Experience
- Professional and Personal Intern Support
Intern Alliance

- Guidance from a Mentor
- Hands-on Science Experience
- Professional and Personal Intern Support
Intern Alliance provides the personal and professional support which interns need to feel comfortable during the internship.

**Preparation for the Internship**
- Welcome Lunch
- Excel Training
- Ally Skills Workshop

**Support During the Internship**
- Networking 101
- Science Communication
- Intern Luncheons
- Frequent Check-Ins

**Preparation for Next Steps**
- LSAMP Alumni Partnership
- Career/Graduate Panels
- Resume Prep
Mentor Development

- Guidance from a Mentor
- Hands-on Science Experience
- Professional and Personal Intern Support
Most research program directors have never attended a formal teaching or mentoring training. The Entering Mentoring Curriculum provides a framework for mentors to set goals and build relationships with mentees.
Allyship is defined as using privilege in a situation to support or amplify a person from a marginalized community. **Allyship workshops help create a supportive culture for MarSci-LACE students at marine science institutions.**

- Recognizing Privilege
- Micro-Allyship
- Being an active bystander
- Bias interrupting
+ sense of belonging
+ science identity
+ self-efficacy
+ sense of belonging
+ science identity
+ self-efficacy

+ motivation
+ persistence
+ retention
+ academic success
+ career success

MarSci-LACE
Marine Science Laboratory Alliance Center of Excellence
100% of MarSci-LACE Interns

felt comfortable at Mote.

felt accepted at Mote.

felt supported by their Mentor.

had a positive experience overall.

would describe their research experience as transformative.

Post Internship Survey

MarSci-LACE
Marine Science Laboratory Alliance Center of Excellence
"100 percent above and beyond my expectations. I was hands-on and learning every second I was in the lab."

"This has been one of the most transformative learning experiences I have ever encountered. Being a Freshman in college, this internship has allowed me to jumpstart my career in research by letting me open my first study."

"It gave me a real idea of what science looks like and now I want to continue in this field."

Post Internship Survey

MarSci-LACE
Marine Science Laboratory Alliance Center of Excellence
Mote REUs

12
MarSci-LACE Interns

10
NSF REU Interns

24
Mote REU Interns

160
College Interns
URM Interns at Mote

Percentage of URM Mote REU Applications

- Accepted
- Applied
- Mote Target
- NSF Target

[Graph showing the percentage of URM Mote REU applications from 2017 to 2021, with lines for accepted, applied, Mote target, and NSF target.]
Visit marscilace.org to learn more!
Thank you, any questions?