



# MarSci-LACE

Marine Science Laboratory Alliance Center of Excellence

## Recruiting, Supporting, and Retaining Minorities in STEM



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## NSF INCLUDES Coordination Hub



**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**

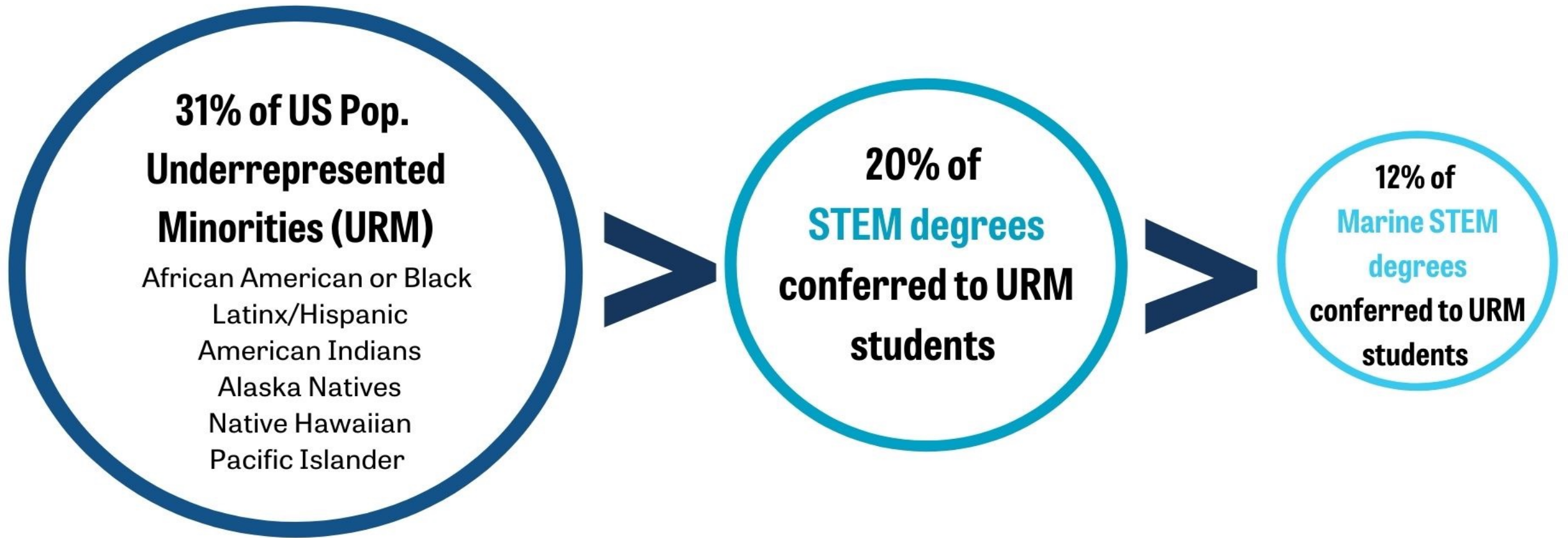
Source: National Center of Education Statistics 2017-2018



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Source: National Center of Education Statistics 2017-2018



# MarSci-LACE Grant

**3 year grant for \$1.5M**

**LSAMP Center of Excellence for  
Broadening Participation**



Lead Institution



University  
Partners



Smithsonian



Independent  
Marine Research  
Institution 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





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Collect data  
around URM  
s and marine  
science

Assess  
boundaries,  
experiences,  
needs of  
students and  
mentors

Develop  
resources and  
best practices

Share beyond  
MarSci-LACE

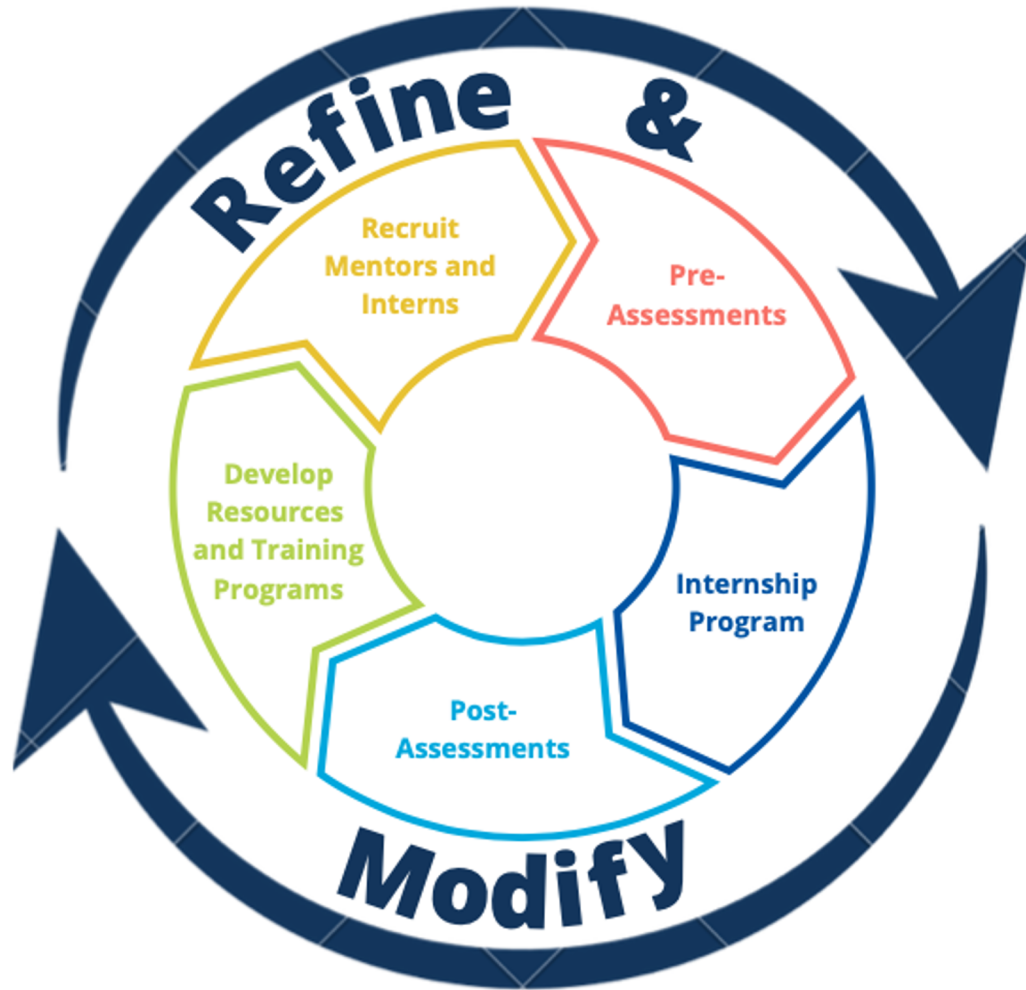


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# Our Methods



The program structure creates an iterative feedback-improvement cycle.



# Building an Internship Experience



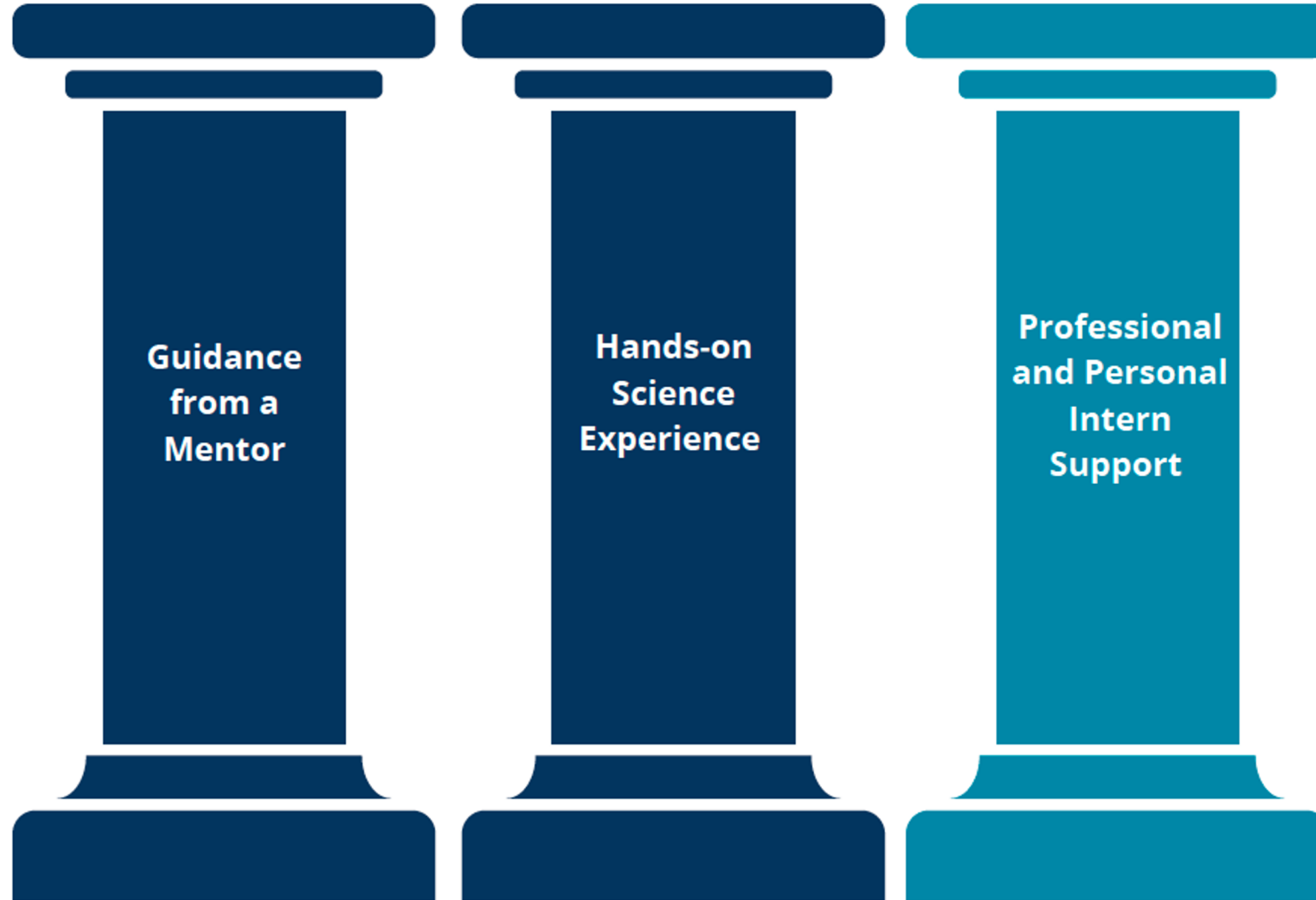
Guidance  
from a  
Mentor

Hands-on  
Science  
Experience

Professional  
and Personal  
Intern  
Support



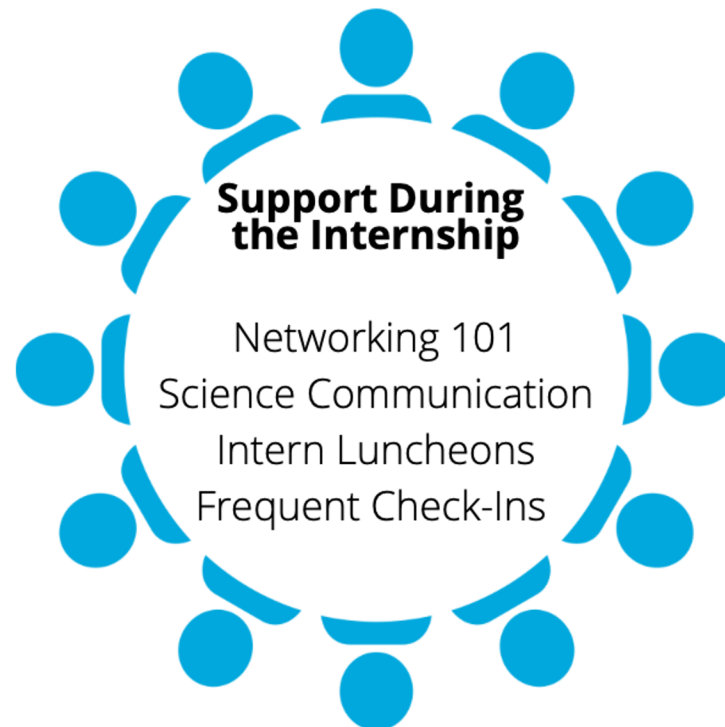
# Intern Alliance





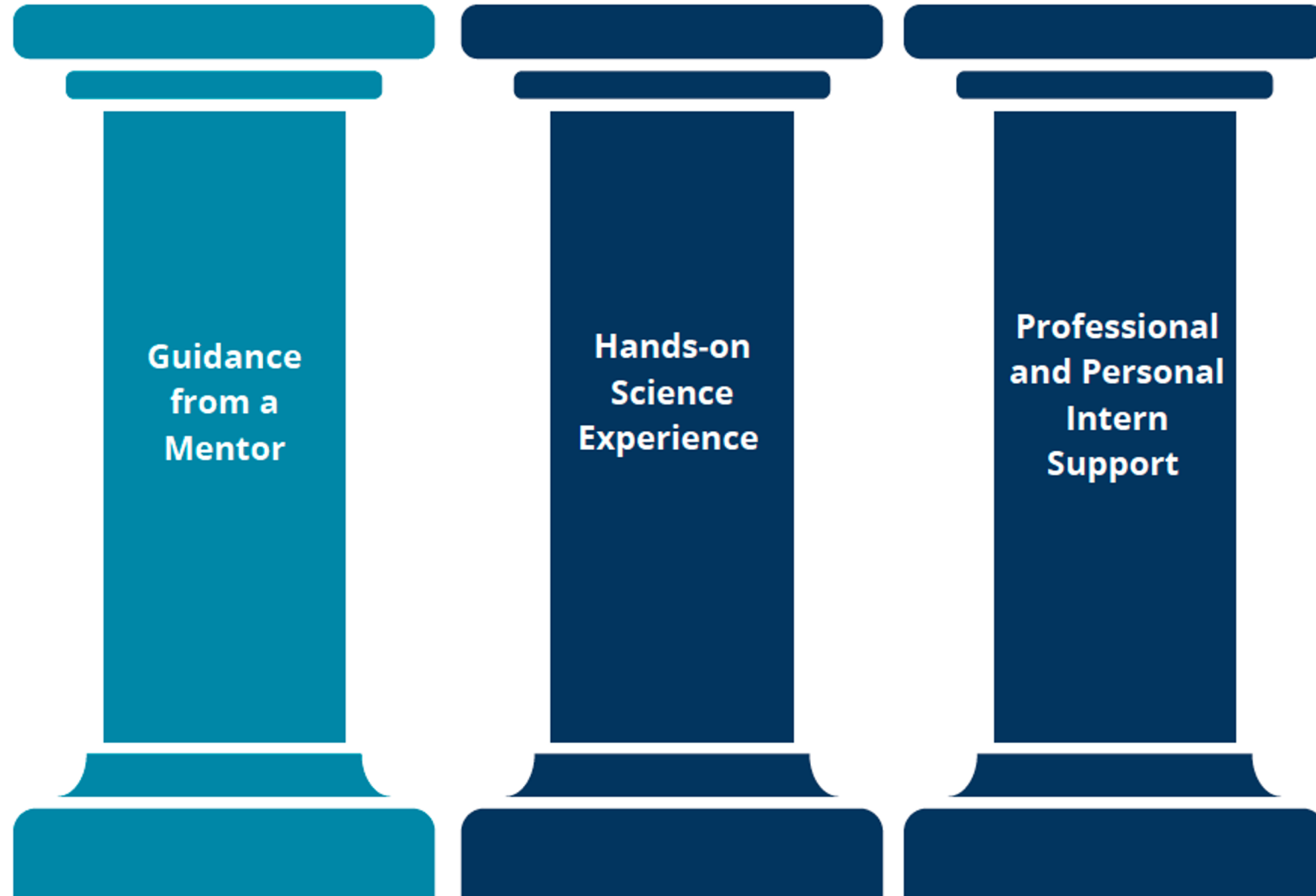
# Intern Alliance

Intern Alliance provides the personal and professional support which interns need to feel comfortable during the internship.



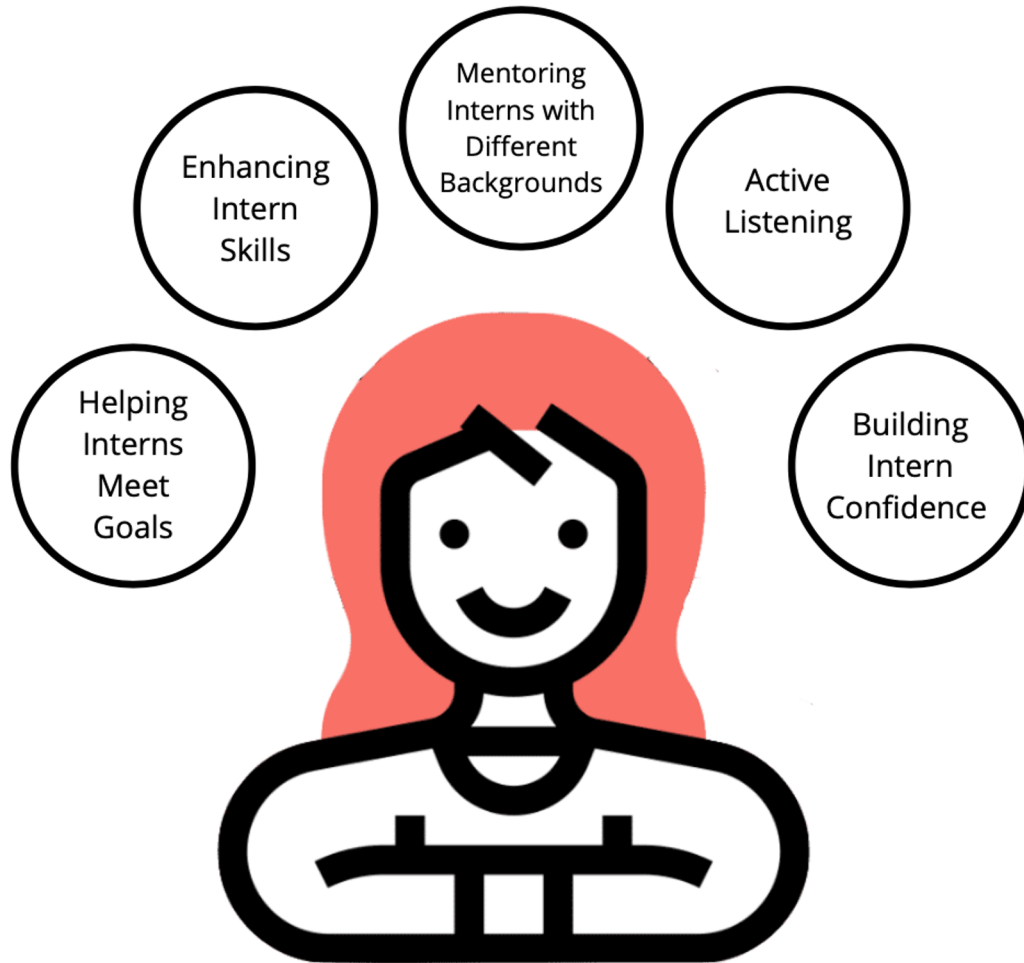


# Mentor Development





# Mentor Development



**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.



# Ally Skills Trainings

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

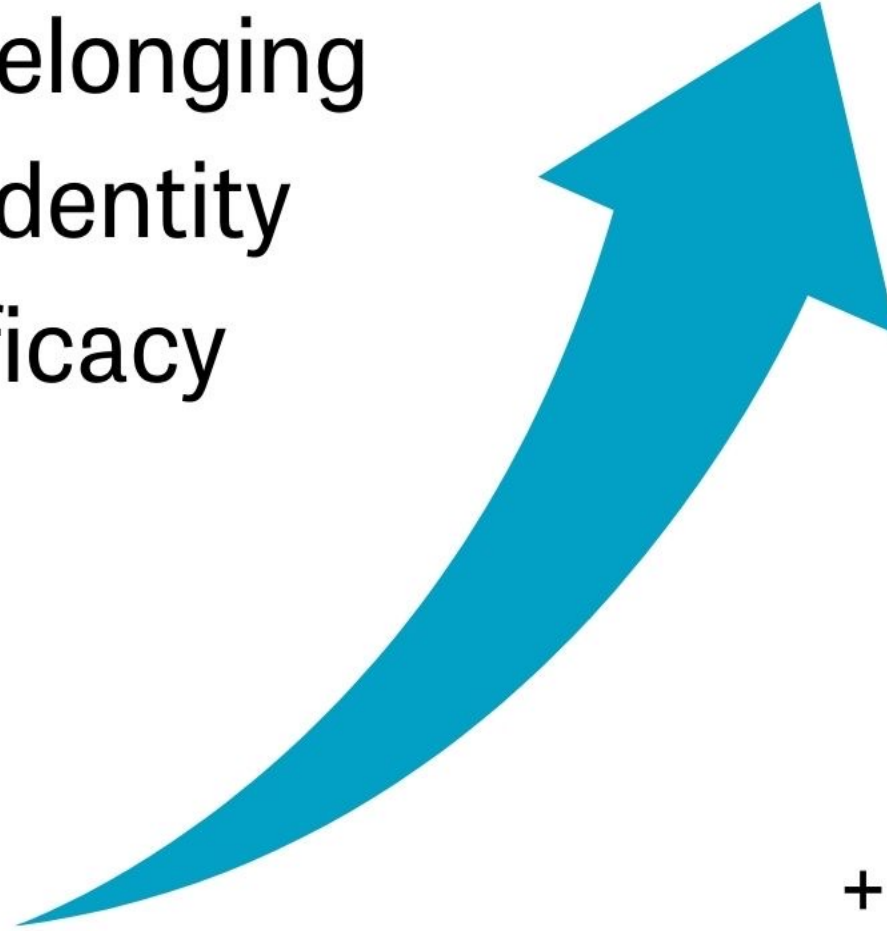


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- + sense of belonging
- + science identity
- + self-efficacy



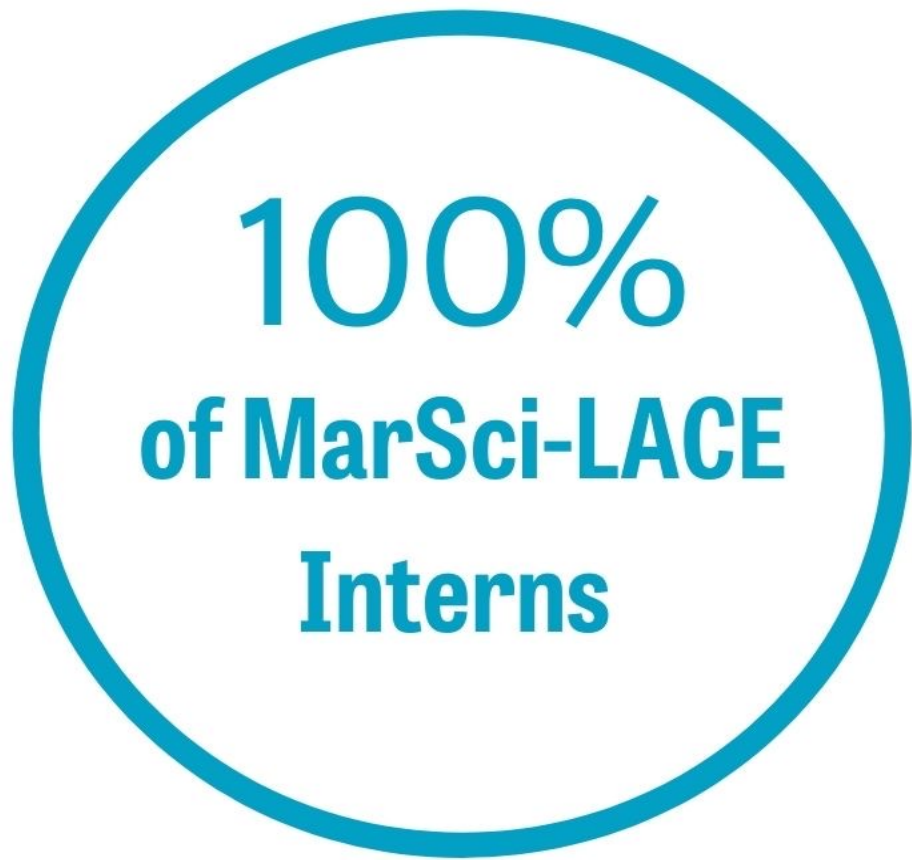
- + motivation
- + persistence
- + retention
- + academic success
- + career success



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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



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"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



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# Mote REUs

12	MarSci-LACE Interns
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10	NSF REU Interns
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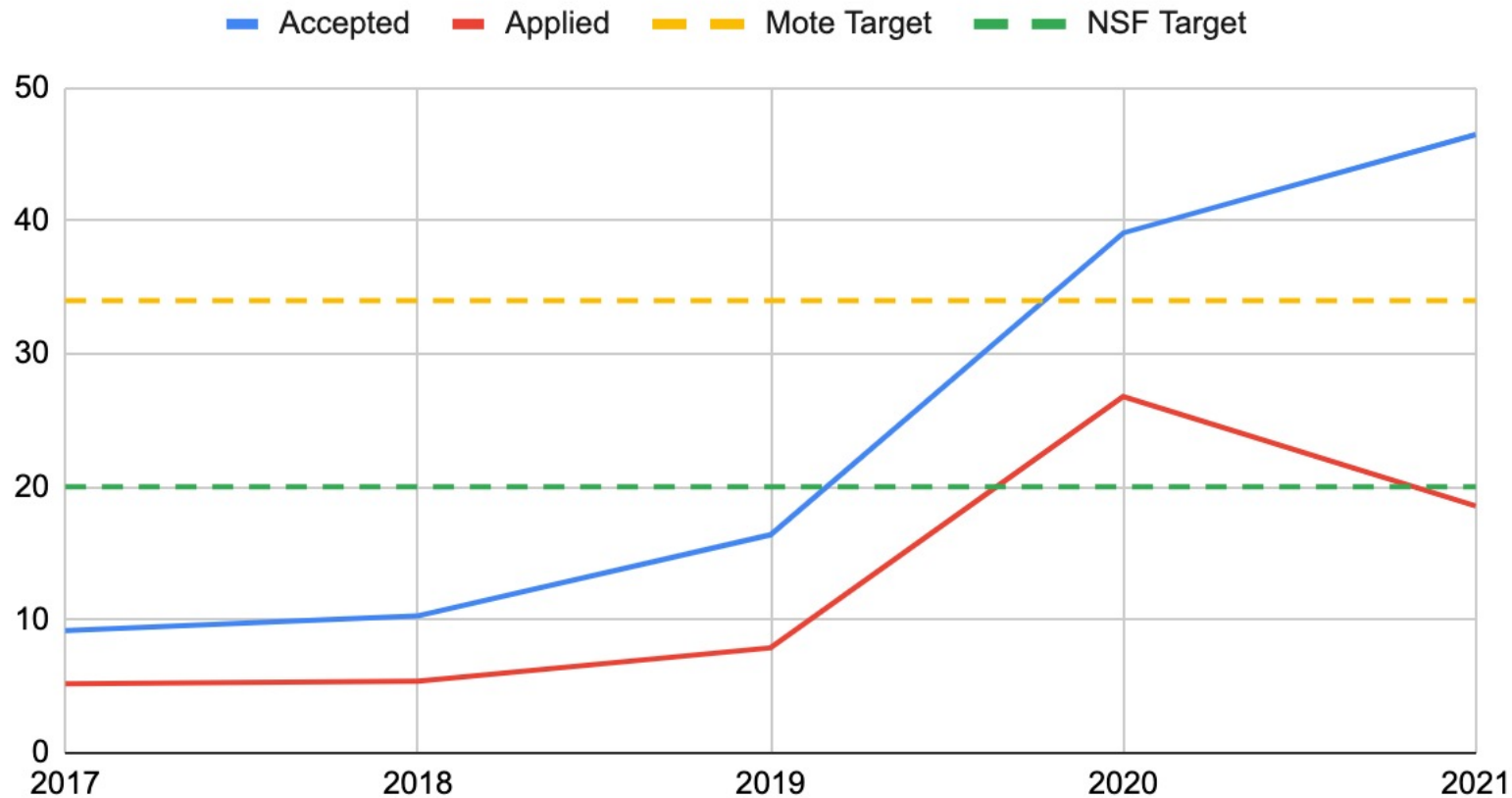
24	Mote REU Interns
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160	College Interns
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# URM Interns at Mote

Percentage of URM Mote REU Applications







**Visit [marscilace.org](https://marscilace.org) to learn more!**  
**Thank you, any questions?**

