Coastal and Estuarine Research Federation

One professional society’s work toward broadening participation in the marine sciences

Susan Park, Executive Director

SECOORA Meeting
2 December 2021
<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>% of US population</th>
<th>% of CERF members</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>76.5</td>
<td>84.34</td>
</tr>
<tr>
<td>Hispanic / Latino</td>
<td>18.3</td>
<td>5.06</td>
</tr>
<tr>
<td>Asian / Asian-American</td>
<td>5.9</td>
<td>6.49</td>
</tr>
<tr>
<td>Black / African American</td>
<td>13.4</td>
<td>2.01</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td>1.43</td>
</tr>
<tr>
<td>Native Hawaiian / Pacific Islander</td>
<td>0.2</td>
<td>0.10</td>
</tr>
<tr>
<td>North American Indian / Alaska Native</td>
<td>1.3</td>
<td>0.57</td>
</tr>
</tbody>
</table>
U.S. Virgin Islands
Puerto Rico
Guam
Federated States of Micronesia
Republic of Palau
Republic of the Marshall Islands
Commonwealth of the Northern Mariana Islands
SEAS Islands Alliance
U.S. Virgin Islands
Puerto Rico
The SEAS Islands Alliance supports students from underrepresented groups in the geosciences by illuminating a full career pathway and by increasing their sense of belonging in STEM by connecting them to each other and to STEM professionals and mentors, within and across island hubs and beyond.
SEAS Islands Alliance Programming

**PRE-COLLEGE**
- Guam Restoration of Watersheds (GROW) Program (GU)
- EcoExploratorio (PR)
- Junior and Youth Ocean Explorers Programs (VI)
  - n = 425

**UNDER-GRADUATE**
- Guam Restoration of Watersheds (GROW) Program (GU)
- Centro TORTUGA (VI)
- Emerging Caribbean Scientists Program (VI)
  - n = 90

**GRADUATE**
- Bridge to Graduate School Program (PA, MD)
  - n = 45
- Graduate Student Fellows (MD, VI, GU)
  - n = 20

**WORKFORCE**
- SEAS Islands Alliance Workforce Fellows (PR, VI, GU)
  - n = 25

Cross-Cutting Support Programming

* Mentoring * Family Events *
* Professional Networking * Cohort-Building Activities *
Enhance professional and leadership development
Build capacity of CERF to achieve DEIJ objectives
Ensure broad reach of diversity conversations to attendees
2021 Rising TIDES Conference Program

• Mentorship for students
• Leadership opportunities for alumni
• Facilitated networking and cohort-building
• Professional development
  • Mentoring workshop
  • Student-centered inspirational workshop
• Funding for in-person Affiliate Society meeting
2021 Rising TIDES Conference Program

- Partnership with two other NSF-funded programs: SEAS Islands Alliance and C-StREAM allowed for additional participants
- 48 mentees
- 17 near-peer mentors
- 15 professional mentors
• Diversity subcommittee on planning committee
• Implicit bias and microaggressions workshop
• Conference-wide Inclusion Event
Lessons learned

• Mentorship at ALL levels is important
• Financial support is critical
• Research and evaluation is needed: You can’t change what you don’t measure
• Sustainability and expansion are challenging, even though there is much interest in broadening participation in STEM

From: Beronda Montgomery