

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



Race/Ethnicity	% of US population	% of CERF members
White	76.5	84.34
Hispanic / Latino	18.3	5.06
Asian / Asian-American	5.9	6.49
Black / African American	13.4	2.01
Other		1.43
Native Hawaiian / Pacific Islander	0.2	0.10
North American Indian / Alaska Native	1.3	0.57



Toward an Inclusive,
Diverse, and
Enriched Society

Federated
States of
Micronesia

Guam

Republic
of Palau

Republic of the
Marshall Islands

Commonwealth
of the Northern
Mariana Islands



U.S. Virgin Islands

Puerto Rico



West end of St. Thomas, VI, looking east



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 *



2020-2021 SEAS Workforce Fellows



GUAM GREEN
GROWTH



para la
Naturaleza

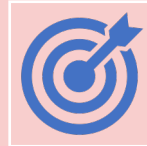


virgin islands
MARINE ADVISORY
VIMAS
SERVICE

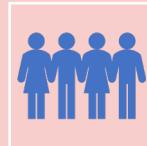




Enhance professional and leadership development



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

2021 CERF Rising TIDES Conference Program





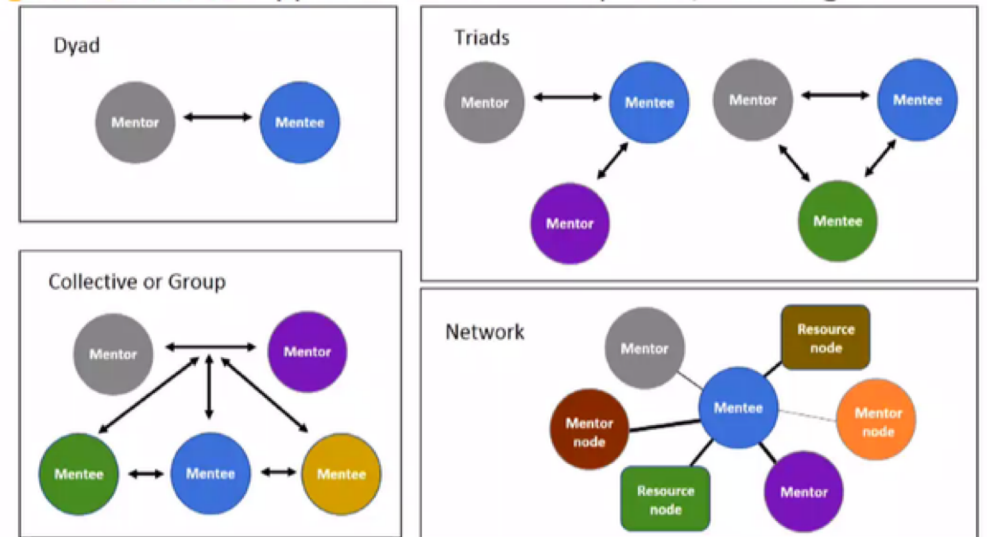
- Diversity subcommittee on planning committee
- Implicit bias and microaggressions workshop
- Conference-wide Inclusion Event

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

What is Mentorship? Structures

A **range of structures** support mentees' development, including:



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SEAS Islands Alliance Team
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