

BARRIERS IN RECRUITING DIVERSE STUDENTS IN STEM RELATED PROGRAMS

- ▶ Exposure limitations
- ▶ Nursing and Allied Health
- ▶ Lack of role models
- ▶ Cultural values
- ▶ Education level - test scores
- ▶ Disconnect - are they listening?
- ▶ No WOW factor

NOTES:

Exposure Limitations *(Correlates with lack of role models)*

- ▶ No knowledge of career opportunities:
 - ▶ opportunities outside of local industry
 - ▶ opportunities at local industry
- ▶ Conventional/Traditional/Accustomed
 - ▶ family - "because my grandma, aunt and sister are all nurses"
- ▶ Limited knowledge on requirements/job description of teacher and/or college & career counselors
 - ▶ "Math isn't your strong subject...no need to consider engineering"
 - ▶ "Your subject is English....be a high school teacher"

Educate students/parents/teachers and counselors.

NOTES:

Nursing and Allied Health

- ▶ “I want to help people”
- ▶ “my aunt is a nurse and she thinks I’ll like it”

LIMITED EXPOSURE

THERE ARE OTHER WAYS TO HELP PEOPLE

NOTES:

Breaking the barrier

Classroom Visits

- allows discussions (i.e. other careers help people, biomedical engineering, radiation protection, etc)
- activities that are job-specific
- educates teachers while educating students
- allows students to form a relationship with recruiter
- gives students a contact they feel comfortable and confident to ask questions

Teacher/Counselor Workshops

- Educates teachers/counselors on careers in STEM
- Provides teachers with resources to implement in their classroom (i.e. supplies, curriculum)

InfoSessions

- Recruit from list of Allied Health waiting list applicants
- Educate students on other fields that "help people"
i.e. Biomechanical Engineering, Radiation Protection, Medical Research, Hot Cell Operator, Radioisotope Production Technician

NOTES:

Cultural Values/Circumstances *(Correlates with Education Level)*

- ▶ Education isn't priority
 - ▶ Finding a job for now is
- ▶ No funds for college (TN ReConnect - TNPromise)
- ▶ Getting a college degree is impossible
 - ▶ No high school diploma
 - ▶ Low math scores

Know their options and educate underprivileged/first generation populations

NOTES:

Breaking the barrier

- ▶ Be involved with events
 - ▶ Inner City Fall Festival
 - ▶ Community Help Events
- ▶ Help research scholarships/inform them of scholarships that pertain to their gender/race/degree
- ▶ Educate on GED testing/classes etc. Cost, if any. (FREE in TN)
- ▶ Educate on college success/tutors/classes offered to reach college level

NOTES:

Disconnect

- ▶ Are they listening to you?
- ▶ Are they understanding you?
- ▶ Can they relate to you?
- ▶ Can you relate to them?
- ▶ Do you share the same experiences?
- ▶ Do you speak to them from experience in the field?
- ▶ If not, are you knowledgeable of the field?

FIND WAYS TO CONNECT

NOTES:

Breaking the barrier

- ▶ Be approachable
 - ▶ Know what to wear
- ▶ Share your story...how did you get where you are...
- ▶ Know the most you can about what you are promoting
- ▶ Don't preach - Converse with the students

NOTES:

No WOW Factor

- ▶ Interesting
- ▶ Fun
- ▶ Exciting
- ▶ Hope
- ▶ Guidance
- ▶ Confidence
- ▶ Reliable

THE SITUATION DETERMINES THE WOW.

NOTES:

Breaking the barrier

- ▶ Make it FUN & INTERESTING
 - ▶ Hands on, messy, and competitive
- ▶ Offer one on one meetings
- ▶ YOU CAN DO IT! Remind them they can.
- ▶ Get them EXCITED!

NOTES:

RECRUITING FOR DIVERSITY: OUTREACH EVENTS

- ▶ Girls STEM Day for high schools in surrounding counties
- ▶ Workshops and tours for high school programs
 - ▶ GEAR UP
 - ▶ UPWARD BOUND
 - ▶ DELTA GEMS
 - ▶ DELTA ACADEMY
 - ▶ FALL FESTIVALS - INNER CITY
 - ▶ COMMUNITY EVENTS - INNER CITY

NOTES: