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.
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
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.
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: