



JUNE 30, 2021

# Summit on Diversity, Equity, Inclusion, and Anti-Racism in 21<sup>st</sup> Century STEMM Organizations

The National Academies of Sciences, Engineering,  
and Medicine

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# The National Academies of Sciences, Engineering, and Medicine

- Private, non-partisan, nonprofit
- 1863 Congressional charter signed by Abraham Lincoln
- Provide independent, trustworthy advice
- Facilitate solutions to complex challenges
- Mobilize expertise, practice, and knowledge in science, engineering, and medicine

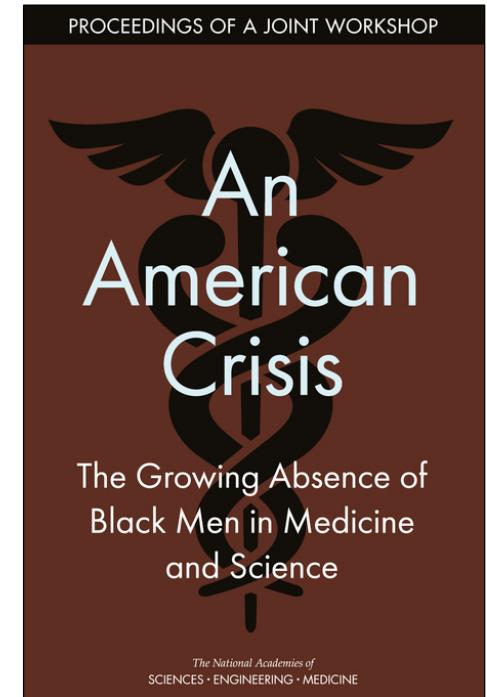
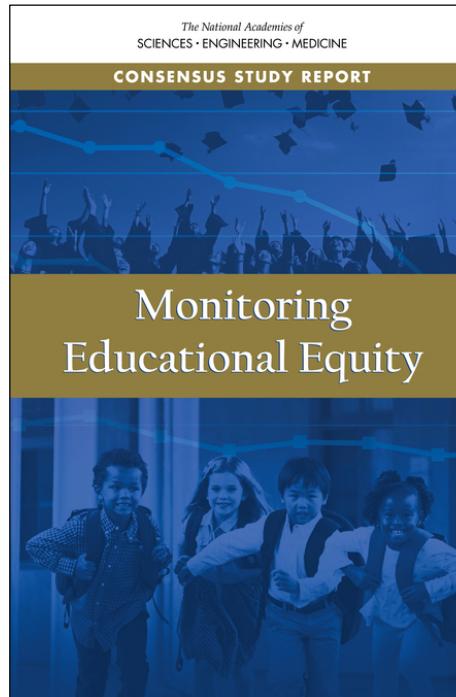
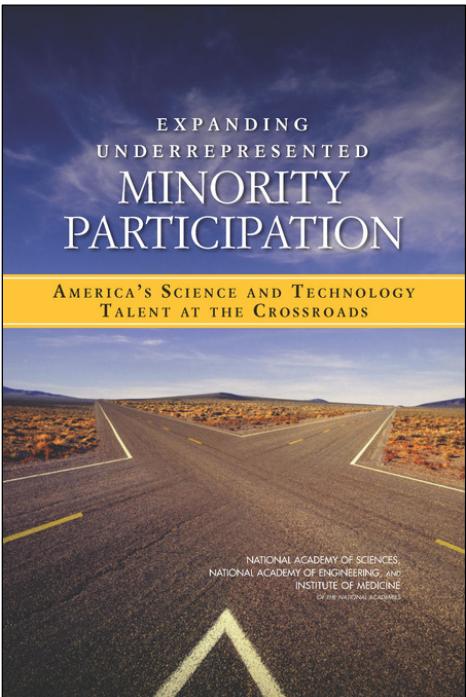
# The National Academies

- National Academy of Sciences (est. 1863)
- National Academy of Engineering (est. 1964)
- National Academy of Medicine (est. 1970)
- National Academies (est. 1916)
  - 7 program divisions
  - 100+ reports/year
  - many workshops, webinars, symposia
  - 5000+ pro bono experts

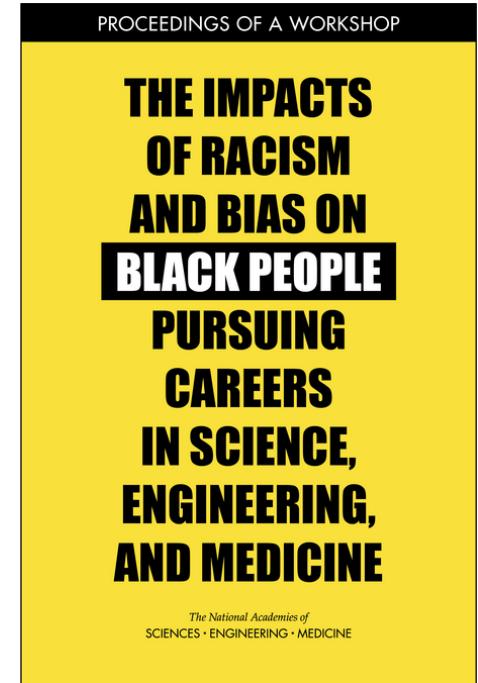
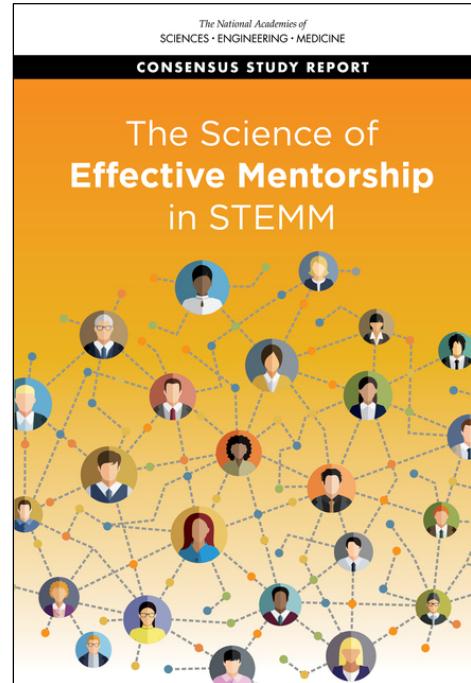
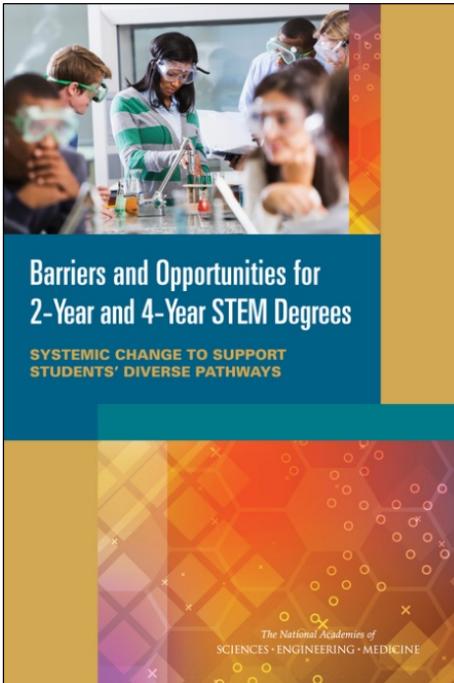
# Cross-Academies Panel

- **Key Themes from National Academies' Work**
- Roundtable on Black Men and Black Women in Science, Engineering, and Medicine (Dr. Laurencin)
- NAE Racial Justice and Equity Committee (Dr. Pines)
- NAM Culture of Health Program (Dr. Villarruel)

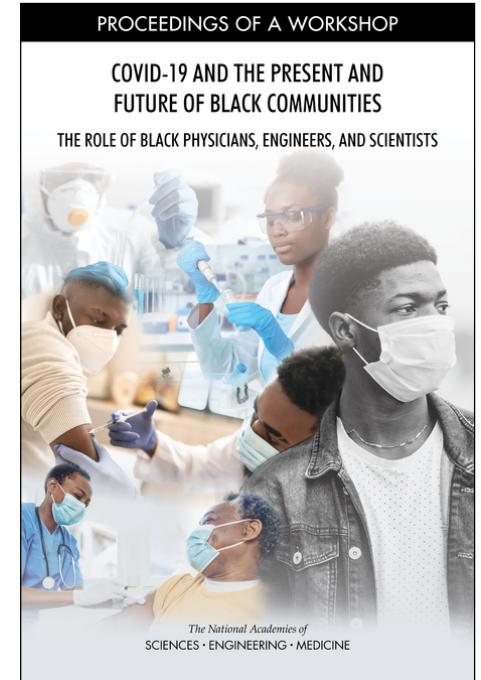
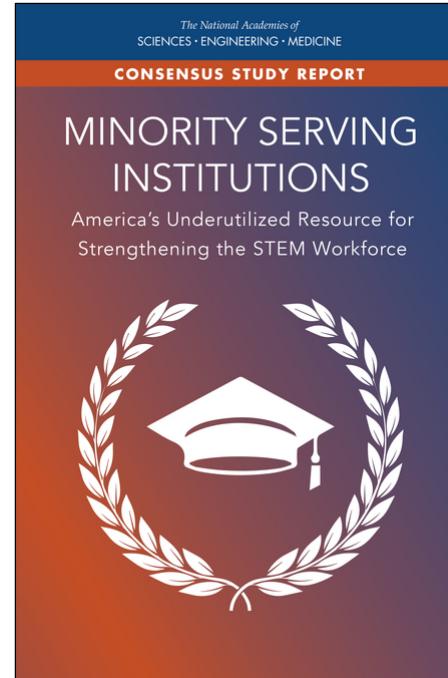
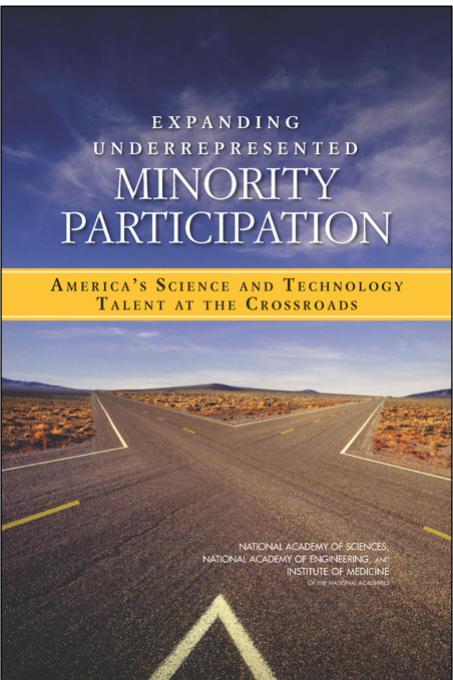
# Scope of Problem



# Contributing Factors



# Strategies



# Selected Ongoing & Planned Studies

- Defense Research at Historically Black Colleges and Universities and Other Minority Institutions
- Sharing Exemplary Admissions Practices that Promote Diversity in Engineering
- Advancing Anti-Racism Diversity, Equity, and Inclusion in STEM Organizations
- Increasing Diversity and Inclusion in the Leadership of Competed Space Missions

# Selected Recent & Planned Workshops

- Educational Pathways for Blacks in Science, Engineering, and Medicine
- Mentoring and Advising of Black Students in Science, Engineering, and Medicine
- Reducing Financial Barriers for Black Students in Science, Engineering, and Medicine
- DE&I in Chemistry & Chemical Engineering
- Health Professions Faculty for the Future
- Exploring a Culture of Fairness, Respect, and Anti-Racism Through DE&I in Health Professions Education
- Issues of Systemic Racism in the Airport Industry
- Improving Diversity of the Genomics Workforce

# Key Observations

- Greater emphasis on women, STEM education; less on racism & racial/ethnic DE&I
- Many ongoing/planned activities
- Opportunities for NASEM to better address DE&I and racism in many of its activities
- Opportunities for NASEM to provide trusted, evidence-based advice and facilitate solutions to addressing DE&I and racism in STEMM

# Other Academies' Initiatives

- Chief Diversity and Inclusion Officer – Dr. Laura Castillo-Page
- Director of Workforce DE&I – Zach Thomas
- New Strategic Plan
  - Advancing DE&I - crosscutting priority
  - Comprehensive strategy/actions to advance DE&I
- Follow-up Planning Meeting