

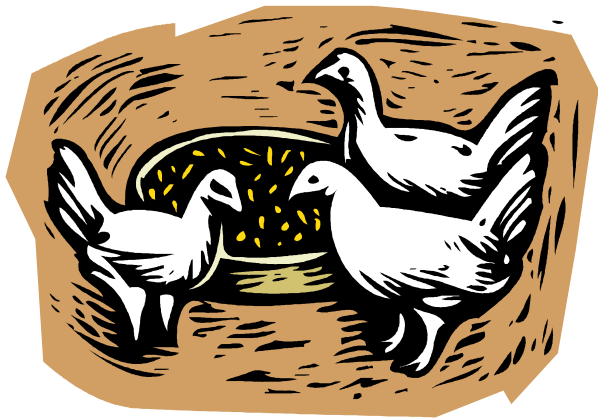
Retention of Women of Color in STEM: An MSI Perspective

NATIONAL ACADEMIES WORKSHOP ON WOMEN OF COLOR IN TECH

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Problem: I am an Eagle Among Chickens, Can I
adjust

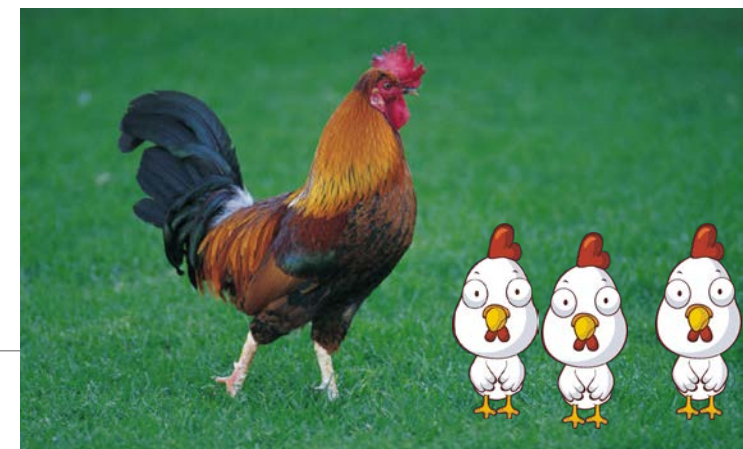


Adjust

To achieve mental and behavioral balance
between one's own needs and the demands of
others – Merriam Webster Medical Dictionary



Eagles and Chickens



EAGLES

- Known for their beauty, intelligence, and power
- Monogamous for life
- Never abundant; one pair of birds per six square miles or more is usual
- Predator

CHICKENS

- Social and communal birds
- Crowded conditions may lead to cannibalism
- Adding hens especially younger birds to the flock can lead to injury
- Individual birds within a flock dominate others to establish a pecking order
 - Dominant individuals have priority over food and nesting locations
 - Removing the dominant bird may disrupt the social order

Challenge

Can the Eagle forego her natural mechanisms for survival and thrive in the Chicken Coop

- Deal with Isolation
- Understand the new culture
- Learn new mechanisms for socialization
- Take some risks
- Persevere through the growth
- Learn not to internalize the negatives of the process

Programs at Spelman

- Women in STEM (WiSTEM)
 - Summer Bridge Accelerator
 - Six-week summer residential program for incoming first year students planning to pursue science, engineering or mathematics major
 - Include credit-bearing courses in mathematics and computer programming,
 - Hands-on, interdisciplinary research projects
 - College-preparation enrichment activities
 - Mentoring and academic advising throughout the academic year
- Center of Excellence for Minority Women in STEM
 - 4 year scholarships (up to \$10,000/year)
 - Faculty Development
 - DoD Research Scholars (academic year and summer)
 - Collaborative Partnerships with R1 University