

# **Increasing the Diversity of Climate Scientists**

**Objective 1: Recruit and support relevant Ph.D. candidates from underrepresented groups. Currently we:**

- **Support 1 SOARS grad student and 2 summer interns per year. Have funding for 2 grad students and 3 interns.**
- **2 Ph.D. students at Hampton University**
- **Hampton University undergrad interns, 2 this year, 3 next summer.**
- **CSU minority scholarships available, no incoming minority students available to use these.**

# **Increasing the Diversity of Climate Scientists**

**Objective 1: Recruit and support relevant Ph.D. candidates from underrepresented groups. Challenges and plans:**

- **Previous arrangement for recruiting was not fruitful, so CMMAP management is rethinking this and making plans to:**
  - **Attend the big minority recruiting conferences (SACNAS, AISES, HBCU, etc.).**
  - **Possibly create visitor/sabbatical opportunities for minority institution professors to come to CSU (or other CMMAP partner institutions).**
  - **Expose undergrads to a 300- or 400-level weather or climate class. Possibly port and package CC Air & Weather class to interested MSUs.**

# **Increasing the Diversity of Climate Scientists**

**Objective 2: Recruit and support relevant undergraduate students. Currently we:**

- **Support undergraduate women in LSOP internships.**
- **Promote atmospheric science programs to underserved undergrad populations (i.e Hampton University).**

# **Increasing the Diversity of Climate Scientists**

**Objective 2: Recruit and support relevant undergraduate students. Plans:**

- **Hold CMMAP Teacher Training Workshop in Denver and other ethnically diverse places. These teachers can be ambassadors for atmospheric science and STEM disciplines.**
- **LSOP train CC para-professional who does Cool Science program.**
- **Use CSU Native American Student Services and El Centro, among others, for connections to other opportunities to expose junior high and high school students to atmospheric science**

# **Increasing the Diversity of Climate Scientists**

**Objective 3: Implement programs that encourage retention of women, minorities and the under-served in the science pipeline. Currently we:**

- **Support the Catamount Institute Young Environmental Stewards program.**
- **Work with the CSU Math & Science Partnership workshop organizers to get weather and climate content into their program.**
- **Support LSOP to provide programs, teacher workshops & instructional activities to diverse communities and schools in the region.**

# **Increasing the Diversity of Climate Scientists**

**Objective 3: Implement programs that encourage retention of women, minorities and the underserved in the science pipeline. Plans:**

- **Develop a science mentoring program**
  - **For girls in junior high (and high school ?). Include boys in group activities.**
  - **Long-term relationships, one-on-one with group activities.**
  - **Recruit mentees with LSOP school visits.**
  - **Recruit mentors from CSU ATS grad students.**
  - **Train mentors.**
  - **Track mentees.**

# **Increasing the Diversity of Climate Scientists**

**Objective 4: Study diversity problems and solutions and disseminate results. Currently we:**

- **Study media portrayal of gender in science.**
- **Longitudinal study of women in science careers.**
- **Assessment of the McNair Program.**