
COMMITMENT TO DIVERSITY

Diversity is a key component of all *Energize New Mexico* program activities. NM EPSCoR's Diversity Team created a Diversity Strategic Plan in 2014, and the Team regularly reviews progress, with a vision to have New Mexico's STEM population mimic the state's general population. The mission in the Diversity Strategic Plan is 50% representation by women and underrepresented minorities (F/URM) in all supported programs by May 31, 2018 with priority placed on STEM Advancement Program (STEMAP) undergraduates.

The Diversity Team plans to achieve this through three objectives:

1. Retain undergraduates through enhanced mentorship capabilities of all STEMAP research faculty with 75% participation rate once a year;
2. Retain undergraduates through an enhanced NM EPSCoR support system of 45 to 50 STEMAP students by May 2018; and
3. Connect with 75 F/URM undergraduates a year for STEMAP, UVMN, and research.

To date, the Team is hitting their marks. In Year 2, NM EPSCoR achieved the diversity goal in all groups except faculty. All STEMAP research teams and 11 faculty have participated in faculty mentor trainings. 9 of 11 STEMAP 2014 students were retained throughout the year with three staying engaged into the next year. NM EPSCoR has 46 undergraduate participants, 52 STEMAP applications, 2 UVMN applications, and over 75 recruitment effort attendees. The statewide All Hands Meeting included a session that actively engaged attendees in small-group, interdisciplinary, structured discussions of implicit biases, diversity issues, and possible solutions.

NM EPSCoR Diversity Coordinator Chelsea Chee (*pictured, left*), in partnership with AISES, initiated "Natives in STEM," a project involving the creation and distribution of images and videos of Native American STEM professionals to K–12 classrooms and communities on Native lands. Chelsea's preliminary efforts will receive feedback from focus groups in Year 3.



Diversity Coordinator Chelsea Chee