



School Racial Socialization and Diversity in STEM

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My work explores how school climate for diversity is associated with outcomes in adolescence



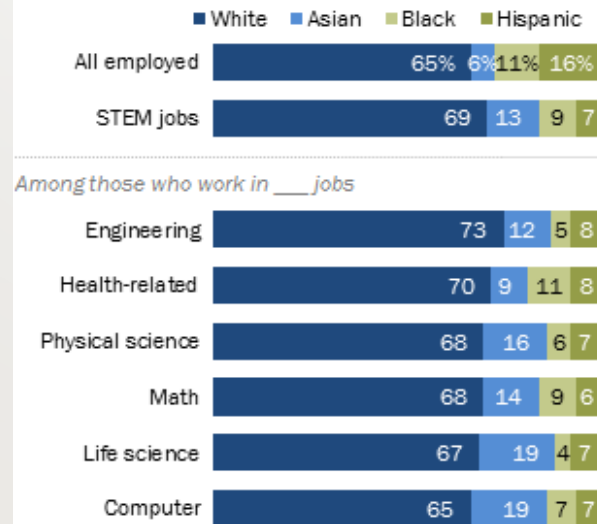
Using intentional racial socialization can increase diversity in STEM



Blacks/African Americans and Hispanics/Latinx are underrepresented in the STEM workforce

Blacks and Hispanics underrepresented across most STEM job clusters

% of employed in each occupational group who are ...



Note: Based on employed adults ages 25 and older. Whites, blacks and Asians include only non-Hispanics. Hispanics are of any race. Other and mixed race non-Hispanics are not shown. Engineering includes architects. STEM stands for science, technology, engineering and math.

Source: Pew Research Center analysis of 2014-2016 American Community Survey (IPUMS).

"Women and Men in STEM Often at Odds Over Workplace Equity"

PEW RESEARCH CENTER

STEM intervention programs provide services and activities targeted at different concerns (Tsui, 2007)



- Skill development
- Career awareness
 - Understanding nature and value of work
- Perceptions of barriers
- Ability to cope with discrimination
- Sense of belonging
- Development of a scientist identity

School racial socialization refers to intentional and unintentional messages schools give about race and culture (Byrd, 2015)



Cultural socialization



Promotion of cultural competence



Critical consciousness socialization

School racial socialization already exists in college in curricular/co-curricular diversity experiences



Diversity experiences can be incorporated into STEM intervention programs and promote important outcomes



- Cultural socialization
 - Career awareness
 - Sense of belonging
 - Development of a scientist identity
- Promotion of cultural competence
 - Skill development
 - Sense of belonging
- Critical consciousness socialization
 - Perceptions of barriers
 - Ability to cope with discrimination

STEM intervention programs can connect with existing diversity experiences

- Required diversity courses
- Campus cultural centers
- Service learning programs
- Bias workshops and seminars
- Identity-based student organizations for different majors

Diversity experiences help White students, too!



In sum, STEM interventions can incorporate racial socialization practices to improve diversity in STEM

