

The mission of IGEN is to broaden the participation of Black, Indigenous, and Latinx students in the physical sciences from the undergraduate level through professional employment. In 2020-2021, IGEN made significant progress toward its four goals listed below.

### Goal 1. Increase the fraction of students from underrepresented groups who complete doctoral degrees in the physical sciences

- 83 students accepted into IGEN Bridge Programs in year 3
- 95% retention rate among students in the first 2 cohorts of IGEN-associated Bridge Programs
- 6 students graduated with a PhD from the APS Bridge Program
- 25 graduate students accepted into the ACS Bridge Program
- AGU approved an additional 18 Bridge Partners
- Bridge students described receiving valuable support from faculty mentors and program staff
- Survey data indicate that participating Bridge students experienced imposter syndrome and feelings of doubt about their abilities

### Goal 2. Catalyze the adoption of evidence-based inclusive practices in graduate education

- Since its inception, IGEN Inclusive Practices and Research Hubs engaged 1,400 workshop participants in 14 academic fields to develop their capacity for inclusive practices in graduate education
- Delivered 26 workshops focused on inclusive practices, including holistic admissions strategies and graduate student well-being
- With the IGEN Research Hub, trained 10 facilitators to lead future workshops
- All Bridge faculty members interviewed in year 3 mentioned taking part in holistic admissions workshops led by the Inclusive Practices Hub, which led to significant changes in their department's recruitment and admissions practices
- Survey responses from Bridge faculty members suggest their departments' admissions and recruitment practices changed due to their involvement with an IGEN-associated Bridge Program

### Goal 3. Conduct research that distills scalable, effective practices in inclusive graduate education and institutional change

- IGEN Research Hub drafted a racial equity statement, aligning IGEN as an entity committed to advancing racial equity in the physical sciences
- Created the [Equity in Graduate Education Resource Center](#)
- Produced 15 publications to date
- Convened a quarterly journal club to highlight research on racial equity in the physical sciences, which held 8 virtual meetings with over 500 total participants
- Facilitated the IGEN Research Accelerator, which awarded 5 seed grants of \$5,000 to catalyze the next round of research on equity in graduate education

### Goal 4. Establish sustained, cross-sector partnerships that support the advancement of underrepresented students

- IGEN partnered with 15 National Laboratories interested in recruiting Bridge students for internships and postdocs
- Through a professional networking group, hosted 5 webinars for graduate students and National Lab professionals to connect
- Partnered with National Laboratories to beta-test an adapted mentor training curriculum
- Convened the second IGEN National Meeting



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"They [Bridge faculty] very much gave me the sense that they care very deeply about their students and try to set them up for success, rather than to just try to filter them out. So yeah, that feeling has only been reinforced every time that I've had an issue. I've received overwhelming support from faculty."

- Bridge Student

"It [IGEN] did increase our awareness even more than it already was and really accelerated our ability, I think, to make practical changes to our graduate admissions program."

- Bridge Faculty Member

"I used to have a difficult time with overcompensating. I didn't ever want to be thought of as, you know, the token Latino who kind of made it for diversity purposes, so I always tried to be very outstanding in every way. It's had a positive effect on my career, but it's also had a pretty heavy mental toll."

- Bridge Student

"Our traditional average was about 5 percent underrepresented groups in our PhD program. And that's grown now to 25 percent in the last few years. The Bridge Program and IGEN have really helped show that this can work at the graduate level."

- Bridge Faculty Member

