Open House

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Our Vision—

To achieve equity for underrepresented groups in doctoral degree attainment in the physical sciences.

Through—

1. Systemic and culture change. (long term)
2. Supporting transition into graduate school. (immediate)
The Gap = Missed Opportunities for Advancement

Percent of Degrees Awarded to Black/African Americans, Hispanics/Latinx, and Native American/Native Alaskans

Source: 2013-2017 IPEDS Completion Survey for selected academic fields
IGEN Goals

1. **Increase the fraction of students** from underrepresented groups who complete doctoral degrees in the physical sciences to match the levels of undergraduate degrees awarded.

2. **Catalyze the adoption of evidence-based inclusive practices**, especially in graduate education, that reduce inequities in doctoral completion for underrepresented groups and benefit all students.

3. **Conduct research and propagate results** that distill scalable, effective practices in inclusive graduate education and institutional change within the physical sciences.

4. **Establish sustained, cross-sector partnerships** within and among critical stakeholders that support the advancement of underrepresented students from undergraduate to professional employment.
1. Read and Disseminate Resources

Research

Training

Libraries
2. Promote/Host Workshops

- Equity in Graduate Admissions (2-Part)
- Writing and Reviewing Letters of Recommendation for Equity
- Aligning Admissions and Recruitment
- Systemic Change in Graduate Education: Designing for Equity

- Emotional Intelligence
- Fostering Well-being in Racialized Mentoring Environments
- Optimizing Mentoring Relationships in National Laboratories

(8 competency mentorship education program)
3. Network with these Opportunities

- Recommend students to Bridge Programs
- Join Professional Employment Group
- Attend Virtual Journal Club
4. Support and Build Bridge Programs

- Graduate Program Departments
- Academic Departments Apply
- Disciplinary Societies
- Societies Select Bridge Partners
- IGEN Application Portal
- Students Submit Applications
- Students Placed in Graduate Study Programs
5. Evaluate Student Persistence & Faculty Support

Bridge Student survey respondents agreed or strongly agreed that they can accomplish their academic goals in their program.

Reported receiving valuable support from faculty and program staff during their graduate program.

"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." - Graduate Student

- Year 1&2 Retention Rate: 95%
- 81% respondents agreed or strongly agreed that they can accomplish their academic goals in their program.
- 84% reported receiving valuable support from faculty and program staff during their graduate program.
6. Pilot a Community of Practice
7. Affiliate with the Research Hub

High-quality research is integral to understanding barriers to equity, developing inclusive practices, and facilitating institutional change. We conduct rigorous research inspired by community needs to advance knowledge. We also synthesize and translate existing research into guides, tools, workshops, and other accessible formats.
An NSF INCLUDES Alliance

**Driver Level**
- Offer disciplinary Bridge Programs within your scientific society
- Start a community of practice
- Become an IGEN Research Hub Affiliate

**Champion Level**
- Host workshops at your university/organization
- Network with Professional Employment Group and Journal Club

**Consumer Level**
- Read and disseminate our resources (no login required)
- Participate in Workshops and National Meeting

**Calls to action**