

Open House

June 9, 2022



This material is based upon work supported by the National Science Foundation under Grants Nos. 1834540, 1834545, 1834528 and 1834516. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the authors and do not necessarily reflect the views of the National Science Foundation.

Our Vision—

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

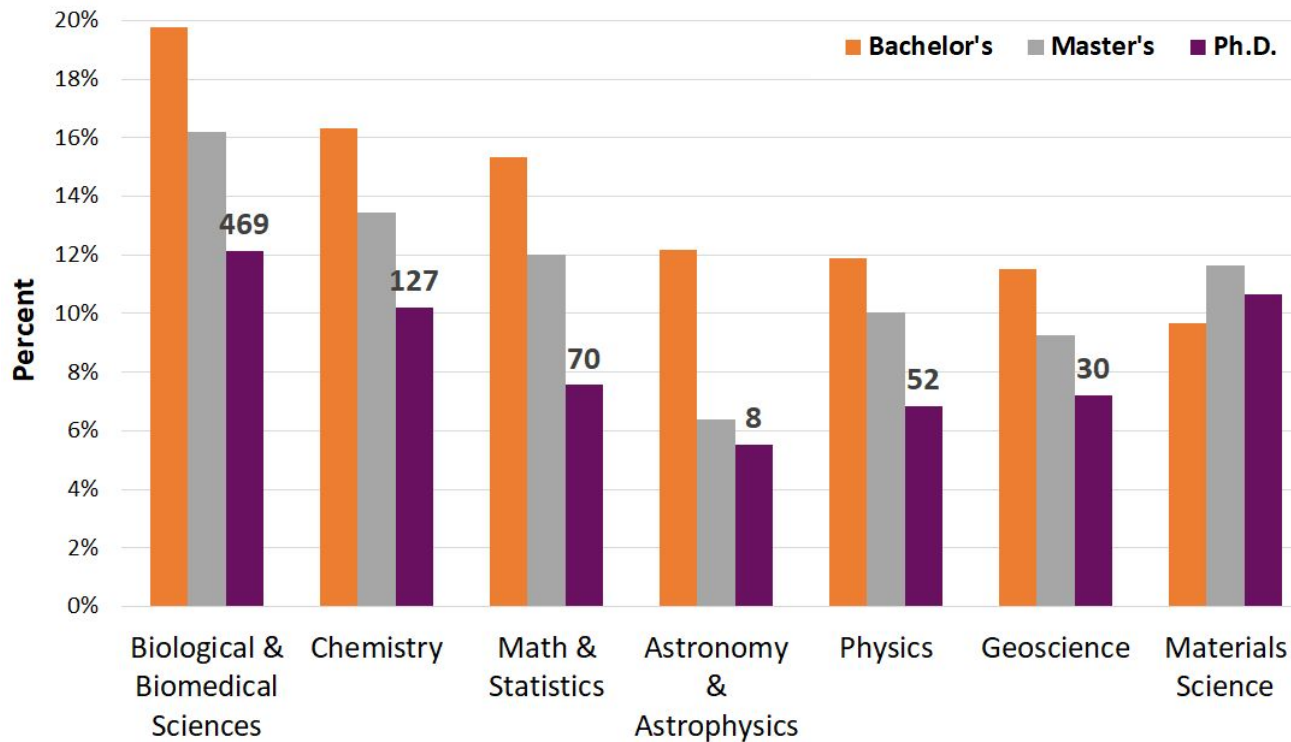
Through—

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

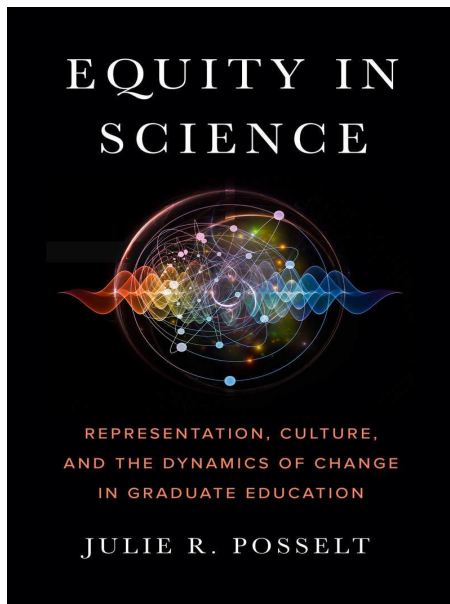


Source: 2013-2017 IPEDS Completion Survey for selected academic fields

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.

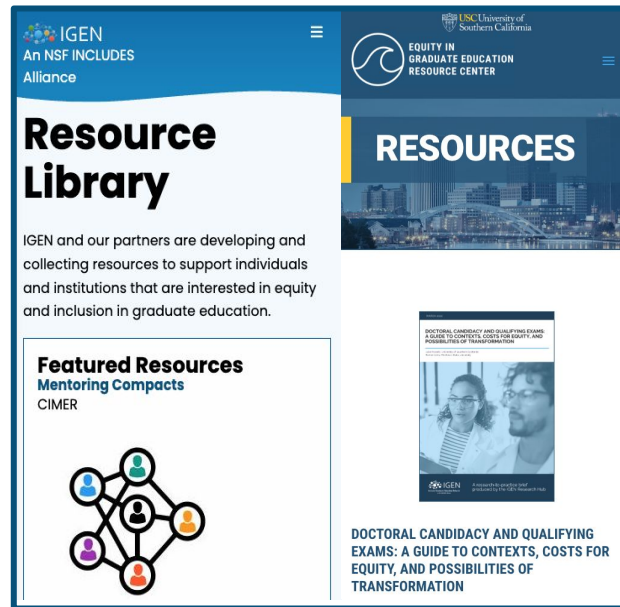
1. Read and Disseminate Resources



Research



Training



Libraries

2. Promote/Host Workshops

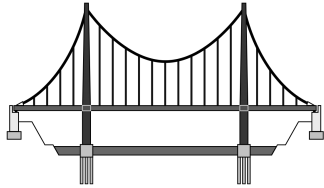


- Equity in Graduate Admissions (2-Part)
- Writing and Reviewing Letters of Recommendation for Equity
- Aligning Admissions and Recruitment
- Systemic Change in Graduate Education: Designing for Equity

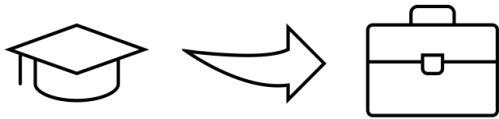


- Emotional Intelligence
- Fostering Well-being in Racialized Mentoring Environments
- Optimizing Mentoring Relationships in National Laboratories
(8 competency mentorship education program)

3. Network with these Opportunities



Recommend students to Bridge Programs

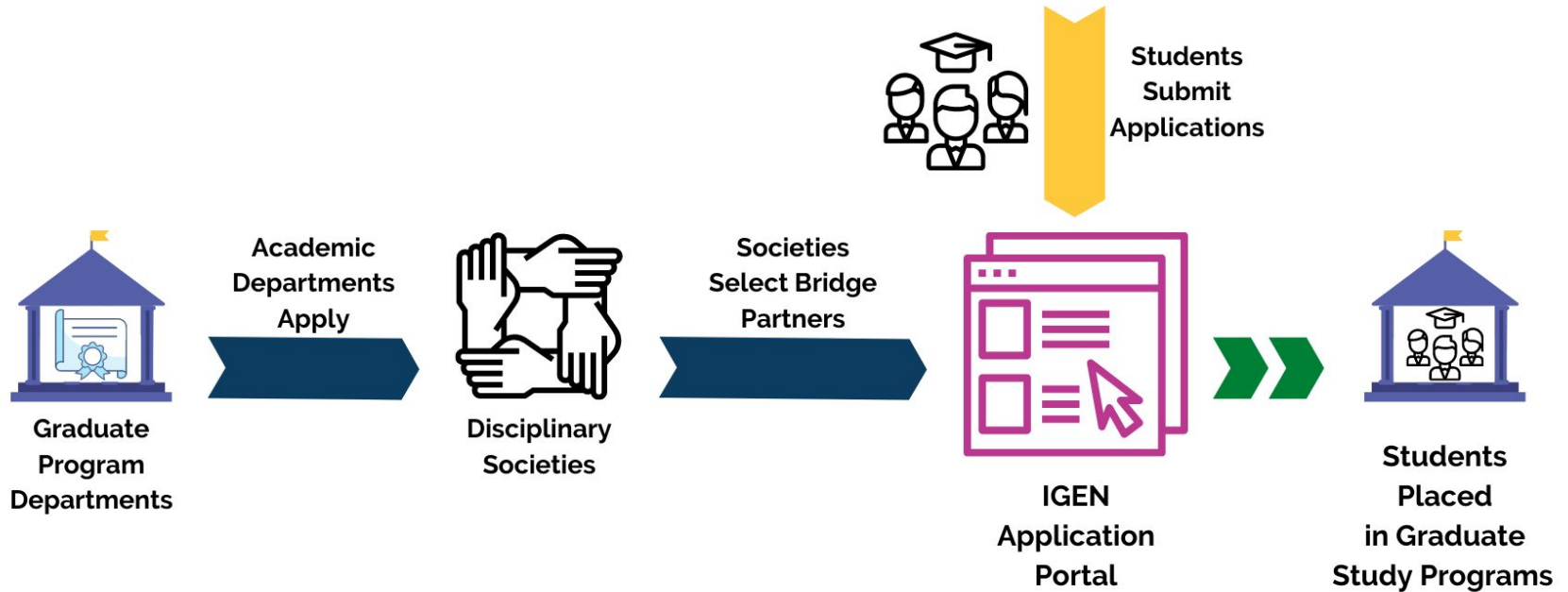


Join Professional Employment Group



Attend Virtual Journal Club

4. Support and Build Bridge Programs



5. Evaluate Student Persistence & Faculty Support

81%

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

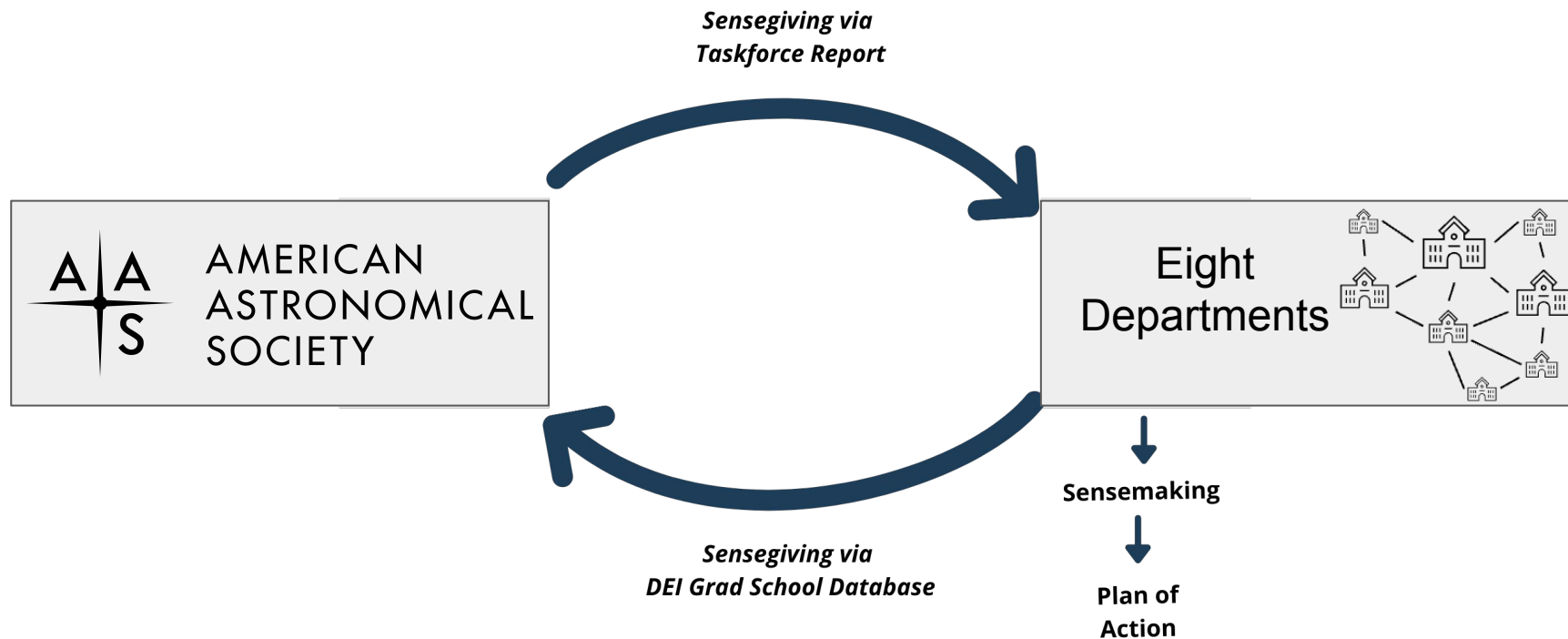
84%

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

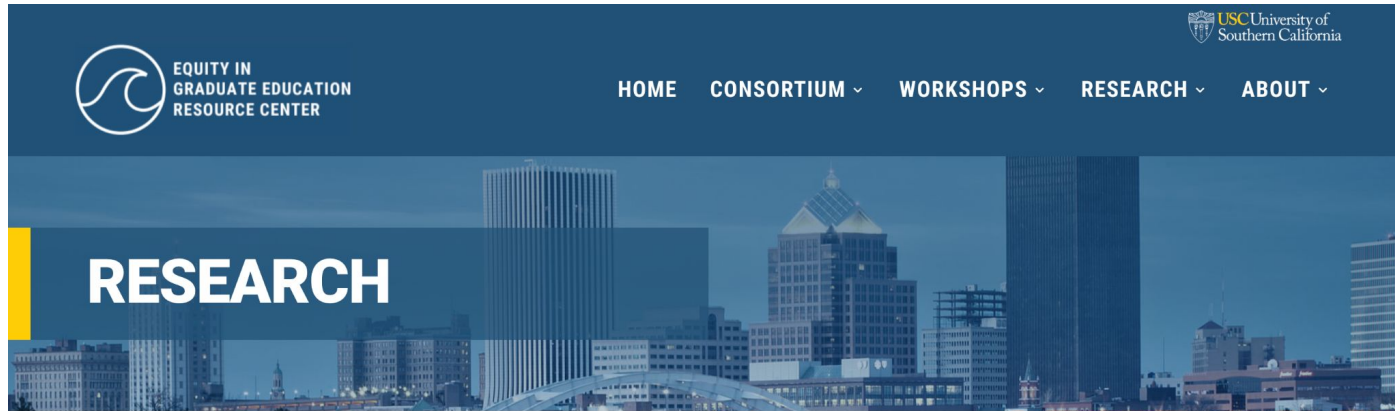
Year
1&2
Retention
Rate
95%

“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

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.



Consumer Level

Read and disseminate our resources (no login required)



Participate in Workshops and National Meeting



Champion Level

Host workshops at your university/organization

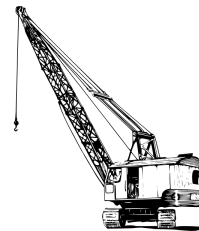


Network with Professional Employment Group and Journal Club

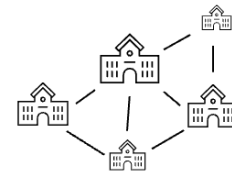


Driver Level

Offer disciplinary Bridge Programs within your scientific society



Start a community of practice



Become an IGEN Research Hub Affiliate



Calls to action