



Accelerating Diverse Talent Along the STEM Pipeline

Louis Stokes Midwest Center of Excellence

2015 LSMCE Conference

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Historical and Cultural Foundation

- Societal racial issues
- Theoretical Frameworks – CRT, BFT, privilege
- Culture, race, gender, and STEM...it all matters



Minoritized Groups in STEM

- African American Women in STEM - Charleston et al (2014)
- Challenges of being a Black woman in Computing Sciences
- Commonality of isolation and subordination
- Sacrifices related to computing sciences pursuance





Spirituality

- Interview with graduate students the theme of spiritual identity development emerged:
- I'm also a spiritual person, so I get a lot from that...I think it changes my outlook on everything because that is the reason I am here is because God wants me to be here. I try to read the Bible and pray and focus on God because He is the most important thing. Like even tomorrow if something happened and I didn't get a Ph.D. I'd be fine. **A lot of people think chemistry is all I have. You see a lot of people just throwing all of their everything into chemistry. This is not all I have. It doesn't define me. I have a source.** I go to church every Sunday and hang out with those people and center myself.

Action Steps

- [STEM Angry Black Woman](#)





Systemic Strategies

- Developing Integrated Support Systems
- Ensuring Inclusive Curricula
- Promoting Interactive Classrooms
- Increasing the Availability of Role Models and Mentoring
- Spiritual Support
- NPHC Greek Organizations
- K-12 Professional Development
- Continuous Support Post Graduation into Career
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Educational Challenges and Opportunities

The Power of Education

A School for Freed Slaves - 1870



*Even in the midst of our worst struggles, our forefathers
knew that part of our advancement and growth began
with a sound education.*