

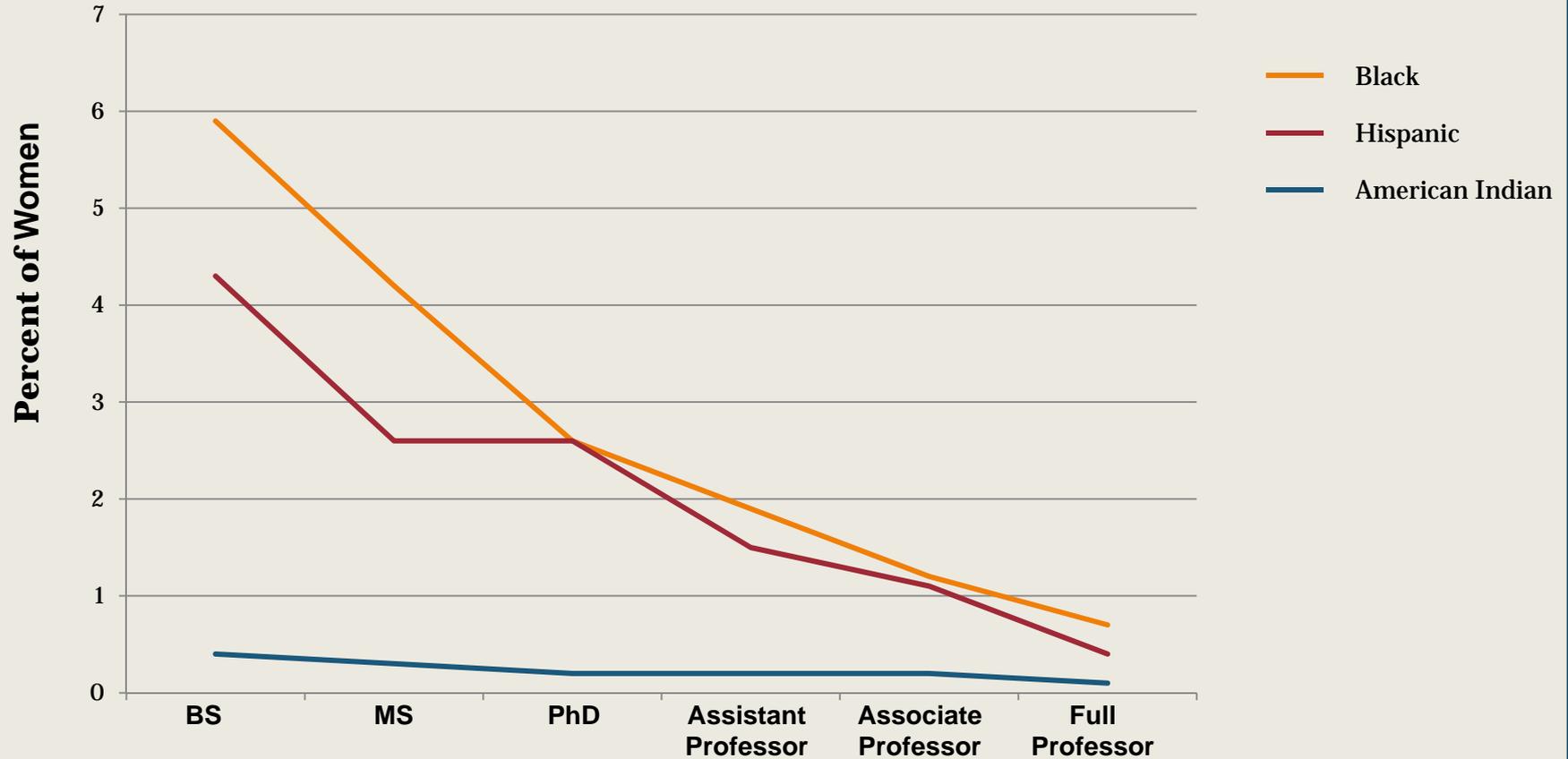
Collaborative Career Development Project for Women of Color



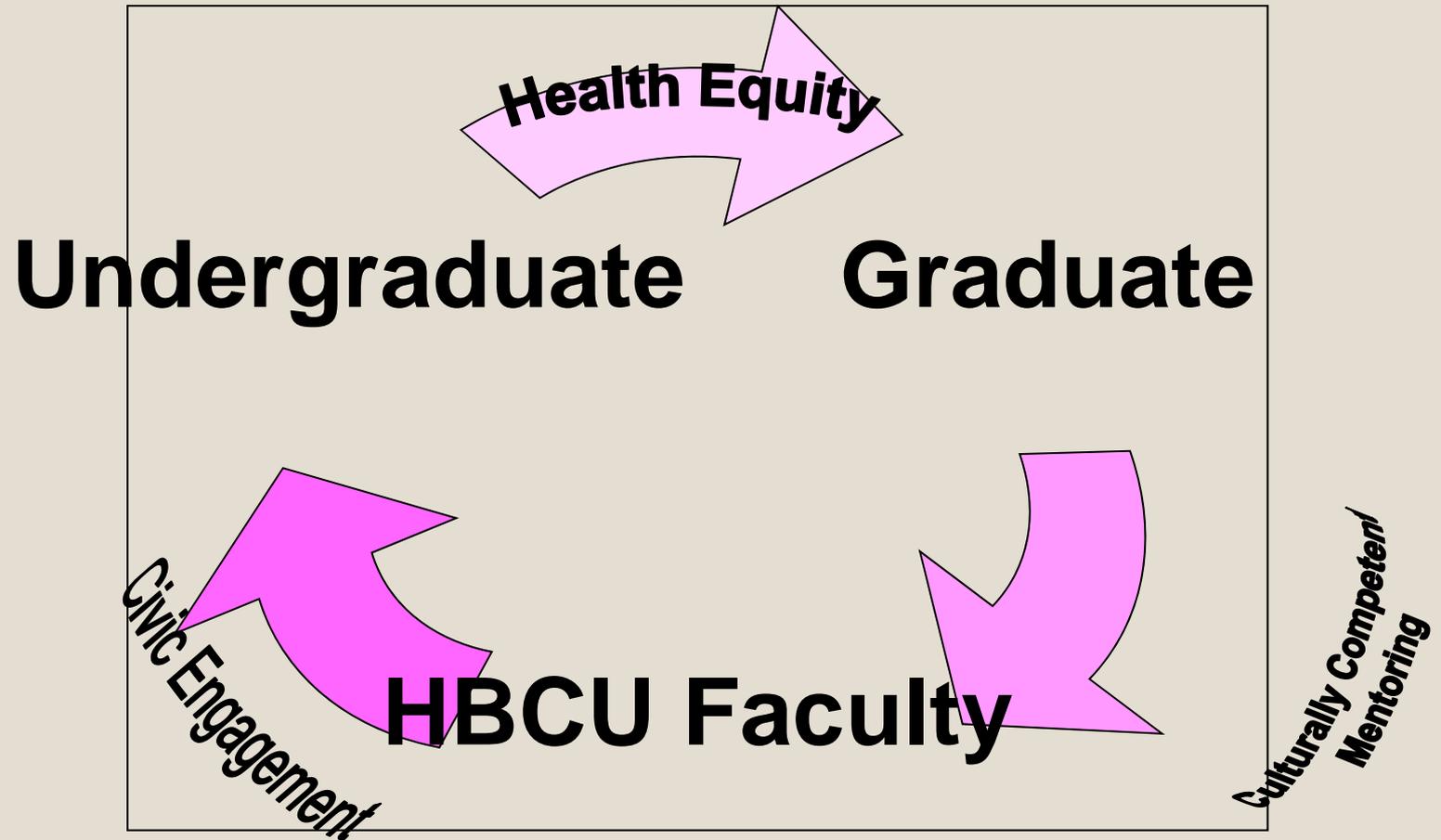
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**CEOSE MINI-SYMPOSIUM ON WOMEN OF COLOR
IN STEM
28 OCTOBER 2009**

% Women STEM Degree Recipients and Faculty



Issues for Women of Color in the Academy



Health Equity



Recent health disparities literature suggests that African Americans are disproportionately burdened with incidence and mortality rates for various diseases including, but not limited to cancer, heart disease, diabetes and stroke. Within this population, African American women are often overlooked because their symptoms do not often mirror men, and meaningful results that are yielded from clinical trials overwhelmingly focus on males. As a result, African American women have significantly higher incidence and mortality rates than any other population in the US for many diseases. This phenomenon is also prevalent among African American women in the academy at the undergraduate through faculty levels. As such, measures to include health equity as an appropriate means of addressing issues related to African American women in the academy is essential to their persistence to the PhD and beyond. This can be achieved at the undergraduate, graduate and faculty levels.

Culturally Competent Mentoring



Mentoring has been utilized in a myriad of ways to provide students and faculty with tools that are essential to negotiating the academy. However, culturally competent mentoring has been shown to be uniquely effective for underrepresented groups in the academy. Specifically, culturally competent mentoring provides a context for serving students and faculty that is appropriately rooted in their own cultures and provides tools that are relevant to that particular culture. Additionally, culturally competent mentoring requires: 1) honoring cultural complexities of the target audience; 2) personal and professional awareness of social circumstances including the role of socioeconomic status at the undergraduate, graduate and faculty levels; 3) cultural immersion and 4) emphasis on personal connectedness.

Civic Engagement



Numerous studies have suggested that underrepresented minority students and faculty have a cultural awareness of and need for civic engagement, particularly as it relates to their educational and professional goals. This provides an excellent platform for engaging students in the science and engineering curricula with the expectation that they will gain expertise that can be directed toward research and solving problems and issues in their communities. Additionally, engagement with civic organizations in the community can assist in ameliorating feelings of isolation often reported by African American women graduate students and faculty, particularly at geographically isolated campuses.

EHR Innovation and Frontiers Fund



- Workshops and conferences to identify and shape areas of new opportunity and need
- Two EHR divisions involved
 - Division of Research on Learning
 - Division of Human Resource Development
- \$200K funding level
 - \$100K from OAD
 - \$100K from participating divisions

CCAP Goals and Objectives



1. Promotion of national awareness of the issues related to women of color in the academy;
2. Broad dissemination of relevant information for and about women of color; and
3. Development of a formal venue for professional development.

National Awareness



- Provide a forum whereby the overall analysis of data related to women of color in the academy is conceptualized in the appropriate context for current societal conditions (burden of health disparities, culturally competent mentoring, civic engagement)
- The inaugural Conclave of STEM Women of Color will be comprised of a 2-day meeting
- The Conclave will result in a collection of scholarly works produced by Conclave participants and the implementation of a national organization for URM STEM women of color

Broad Dissemination



- The Conclave will solicit compositions, scholarly articles and extended abstracts for publication as an *Anthology of Essays on Women of Color in Engineering and the Sciences*.
- The Conclave will be a means of broadly disseminating relevant, qualitative data and information on the experiences of women of color in the academy.
- The Conclave will serve as a tool for the establishment of appropriately targeted developmental programs for women of color at all institutions of higher education.

Formal Professional Development



- Establishment of an Association for Women of Color in Academic STEM Disciplines.
- Will serve to provide optimal networking opportunities within and outside of the community of women of color.
- Will be self sufficient in maintaining interest and garnering additional support for future conclaves.

SAVE THE DATE



- **June 3-4, 2010**
- **Washington Hilton Hotel**