Increasing the Diversity of Climate Scientists

Objective 1: Recruit and support relevant Ph.D. candidates from underrepresented groups. Currently we:

- Support 1 SOARS grad student and 2 summer interns per year. Have funding for 2 grad students and 3 interns.
- 2 Ph.D. students at Hampton University
- Hampton University undergrad interns, 2 this year, 3 next summer.
- CSU minority scholarships available, no incoming minority students available to use these.
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Objective 1: Recruit and support relevant Ph.D. candidates from underrepresented groups. Challenges and plans:

• Previous arrangement for recruiting was not fruitful, so CMMAP management is rethinking this and making plans to:
  • Attend the big minority recruiting conferences (SACNAS, AISES, HBCU, etc.).
  • Possibly create visitor/sabbatical opportunities for minority institution professors to come to CSU (or other CMMAP partner institutions).
  • Expose undergrads to a 300- or 400-level weather or climate class. Possibly port and package CC Air & Weather class to interested MSUs.
Objective 2: Recruit and support relevant undergraduate students. Currently we:

• Support undergraduate women in LSOP internships.
• Promote atmospheric science programs to underserved undergrad populations (i.e. Hampton University).
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Objective 2: Recruit and support relevant undergraduate students. Plans:

• Hold CMMAP Teacher Training Workshop in Denver and other ethnically diverse places. These teachers can be ambassadors for atmospheric science and STEM disciplines.
• LSOP train CC para-professional who does Cool Science program.
• Use CSU Native American Student Services and El Centro, among others, for connections to other opportunities to expose junior high and high school students to atmospheric science.
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Objective 3: Implement programs that encourage retention of women, minorities and the under-served in the science pipeline. Currently we:

• Support the Catamount Institute Young Environmental Stewards program.
• Work with the CSU Math & Science Partnership workshop organizers to get weather and climate content into their program.
• Support LSOP to provide programs, teacher workshops & instructional activities to diverse communities and schools in the region.
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Objective 3: Implement programs that encourage retention of women, minorities and the underserved in the science pipeline. Plans:

- Develop a science mentoring program
  - For girls in junior high (and high school ?). Include boys in group activities.
  - Long-term relationships, one-on-one with group activities.
- Recruit mentees with LSOP school visits.
- Recruit mentors from CSU ATS grad students.
- Train mentors.
- Track mentees.
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Objective 4: Study diversity problems and solutions and disseminate results. Currently we:

• Study media portrayal of gender in science.
• Longitudinal study of women in science careers.
• Assessment of the McNair Program.