

STAKEHOLDER'S RECIPE FOR BUILDING A DIVERSE U.S. INNOVATION GENERATION



In the Bayer Facts of Science Education XIV survey, female and underrepresented minority members of the American Chemical Society offer recommendations about how to ensure the success of women, African-Americans, Hispanics and American Indians in STEM fields. Here's what they say to stakeholders:

Stakeholder	Key Recommendations
Pre-College (K-12) Teachers/Educators	<ul style="list-style-type: none"> • Encourage and support students' interest and passion in science • Be proficient in science content and science teaching • Offer more hands-on science experiences • Teach without bias • Strengthen K-12 science curriculum and classes • Make science exciting, interesting and fun
Colleges/Universities	<ul style="list-style-type: none"> • Offer scholarships, fellowships and grants to female and minority students • Provide mentors, mentoring and role models • Hire and promote more women and minority science faculty • Encourage, engage and be involved with students • Actively recruit and admit female and minority students to study STEM • Create, encourage and support student groups for women and minorities
Parents	<ul style="list-style-type: none"> • Encourage your children in STEM activities and interests • Encourage your children to explore science outside of school • Encourage your children to consider and explore STEM careers • Be involved in your children's science education • Challenge your children with high expectations
Government	<ul style="list-style-type: none"> • Offer scholarships, fellowships and financial aid • Increase financial support for STEM education at all levels • Support and fund STEM education programs for women and minorities • Encourage and support STEM organizations and programs that support women and minorities • Recruit, hire and promote women and minorities for STEM jobs
Females and Minorities Themselves	<ul style="list-style-type: none"> • Set high standards, work hard and never give up • Develop self-confidence • Serve as mentors and role models • Build/take advantage of peer networks and support groups • Don't let anyone tell you "you can't" • Take the initiative and assert yourself • Be open to/seek opportunities
STEM Corporations	<ul style="list-style-type: none"> • Recruit, hire and promote women and minorities for STEM jobs • Provide mentors, mentoring and role models • Offer high school and college internship opportunities • Encourage and support STEM organizations and programs that support women and minorities • Get involved with elementary, middle and high school STEM education • Create and support family-friendly policies and working environments • Communicate broadly about STEM importance and opportunities
STEM Professional Societies/Organizations	<ul style="list-style-type: none"> • Provide mentors, mentoring and role models • Build and support peer networks for women and minorities • Recruit, actively, women and minorities for professional society membership • Get involved with elementary, middle and high school STEM education • Communicate broadly about STEM importance and opportunities • Support women and minority STEM programs in your organization

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