The Personal is Institutional
Fostering the Success of Women of Color in STEM

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This material is based upon work supported by the National Science Foundation under Grant Nos. EEC-1427129 and CNS-1451341. 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.
Science Identity: A Working Model

**Performance**
Social performance of relevant scientific practices

**Recognition**
Recognition of oneself & by others as a “science person”

**Competence**
Knowledge & understanding of science content

(Racial, Ethnic & Gender Identities)

(Adapted from Carlone & Johnson, 2007)
Recommendations for Institutions

- Achieve a critical mass of women of color at all levels - undergraduates through leadership.
- Set, publicize, and enforce a campus-wide, zero-tolerance policy against discrimination.
- Provide funding for students, faculty, and leaders to attend STEM diversity conferences.
- Personally reach out to women of color and other underrepresented students and faculty in STEM.

Find local solutions: How can you begin to change the STEM culture at your institution on Monday?