

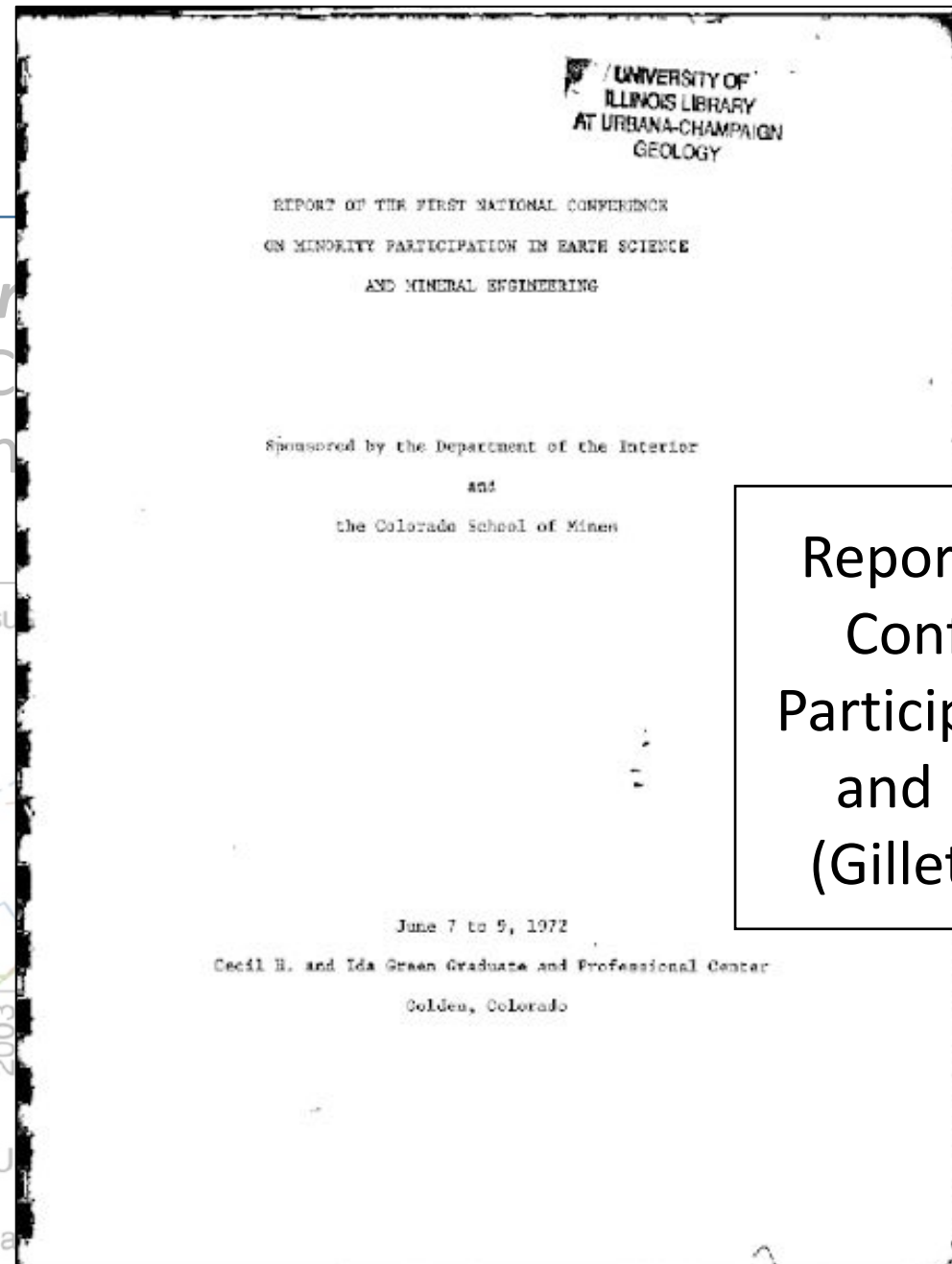
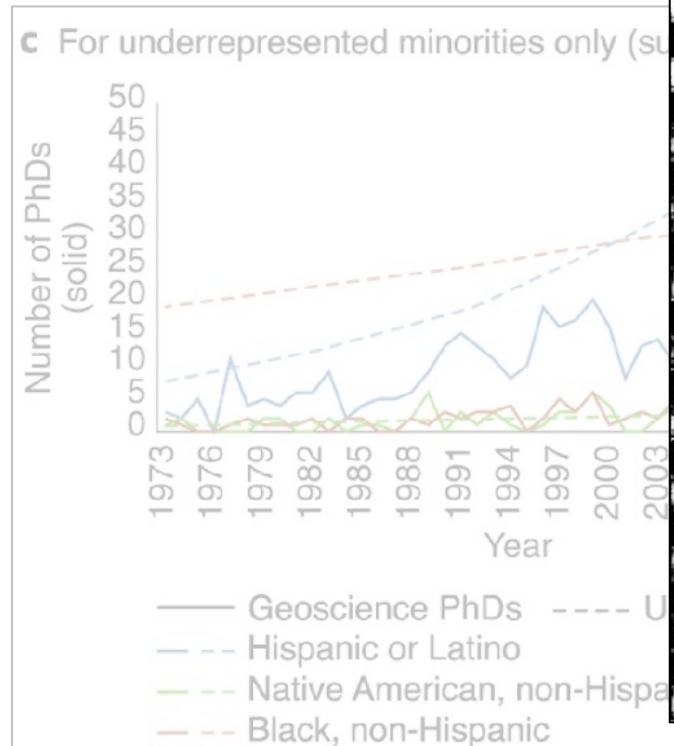
# What does the research say about Recruitment, Retention, and DEI?

Main Takeaway: There is a deep and rich body of research on impactful practices for

- Diversity, equity, & inclusion
- Recruiting and retaining geoscience majors
- Teaching geoscience effectively

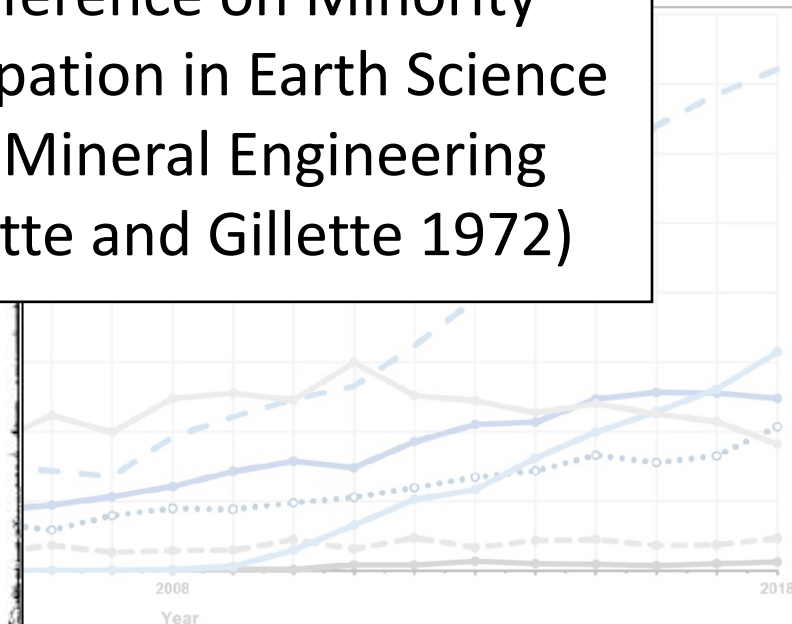
# One Example

- *No progress on diversity in Earth and Planetary Sciences* (Bernard and C 2018) [focused on Ph



*ases in racial  
/S geoscience  
ites* (Beane et al.

Report of the First National Conference on Minority Participation in Earth Science and Mineral Engineering (Gillette and Gillette 1972)

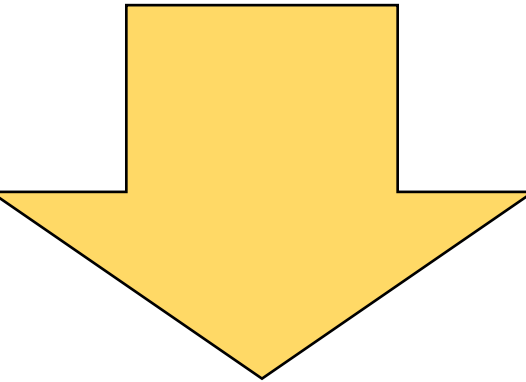


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graph TD; A([Attract]) --> D([Persistence in the discipline]); S([Support]) --> D; P([Prepare]) --> D;
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Attract

Support

Prepare



Persistence  
in the  
discipline

# Strategies - Attract

- Promote Career Opportunities
- Demonstrate Relevance
- Conduct K-12 Outreach
- Capitalize on Intro Courses
- Provide supportive field experiences
- Facilitate research experiences

# Strategies - Support

- Opportunities for financial support
- Encourage a sense of community
- Collaborate with two-year colleges
- Prioritize mentoring and advising
- Develop a web of academic supports
- Facilitate real-world experiences
- Help students learn how to learn
- Foster interdisciplinary learning
- Develop a culture of support

# Strategies - Prepare

- Facilitate research and real-world experiences
- Highlight local issues
- Develop students' skills and competencies

# Conclusion

- There is a lot of information on what works out there – you don't have to start from scratch.
- There are a lot of experienced researchers working in this arena – you don't have to go it alone.
- There is a lot that needs to be done at all levels – start small and build.