

# Lessons Learned in Building Diversity

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–From Evelyn M Hammonds' keynote *The Diversity Problem in Science and Engineering* at MIT Diversity Summit in January 2012

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- What is it about the way scientists are educated in America that has led to the systematic underrepresentation and underutilization of these groups in these fields?**

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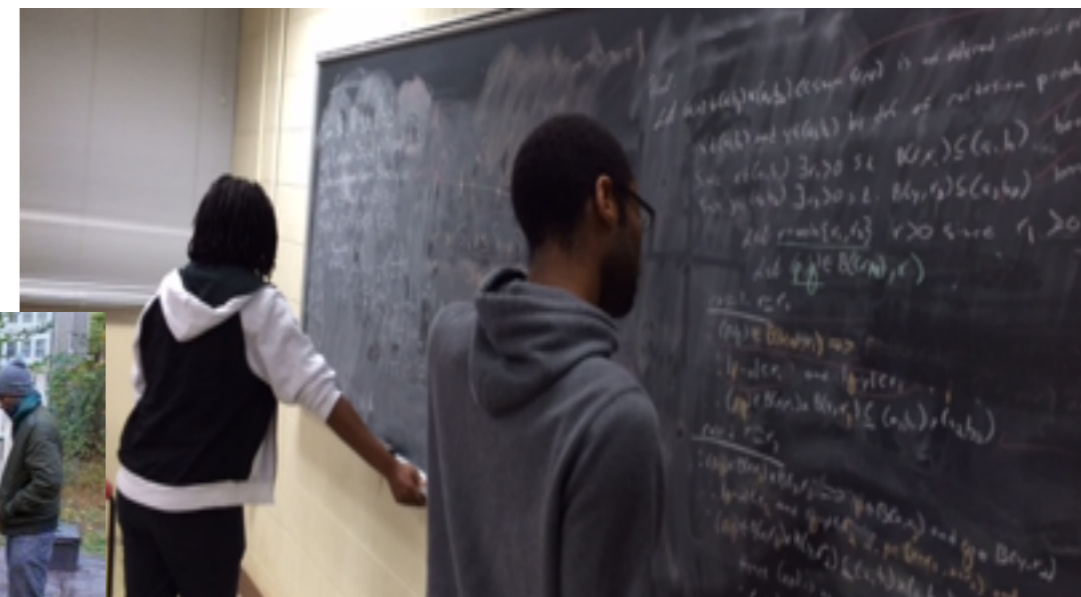
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- Why has the inclusion of native born minorities into mathematics and scientific communities been so difficult?
- What is it about the way scientists are educated in America that has led to the systematic underrepresentation and underutilization of these groups in these fields?
- What are the institutional factors, funding practices, market forces that support the exclusion of native born minorities in these fields?

<http://video.mit.edu/watch/mit-diversity-summit-2012-keynote-address-10050/>

# @Morehouse College

- pre-freshman summer experiences
- organized efforts-research training programs
- conferences
- graduate tours/visitation days
- research experiences
- writing workshops
- retreats
- examples including morehouse alumni
- GRE vs. GPA
- trust— conversations with graduate faculty
- not just one path to a successful career





**EDGE**  
for women pursuing careers in the  
mathematical sciences

# EDGE

Enhancing Diversity in Graduate Education

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- Born and designed in response to...
- 1998 - 2011  
Sylvia Bozeman (Spelman)  
Rhonda Hughes (Bryn Mawr)
- 2011 - 2016  
A. Radunskaya (Pomona)  
U. Wilson (Morehouse)
- primarily funded by NSF
- (NEW) sponsorship program: Microsoft, Luce Foundation, MAA, Bryn Mawr, Rutgers, Iowa State, Spelman, Indiana
- Comprehensive Mentoring: summer session, reunion weekend, regional research symposia, travel grants, career mentoring, support for re-entry
- Spelman, Bryn Mawr, Pomona, New College, NC A&T, Florida A&M, NC State, Harvey Mudd, Howard, Purdue(2016)

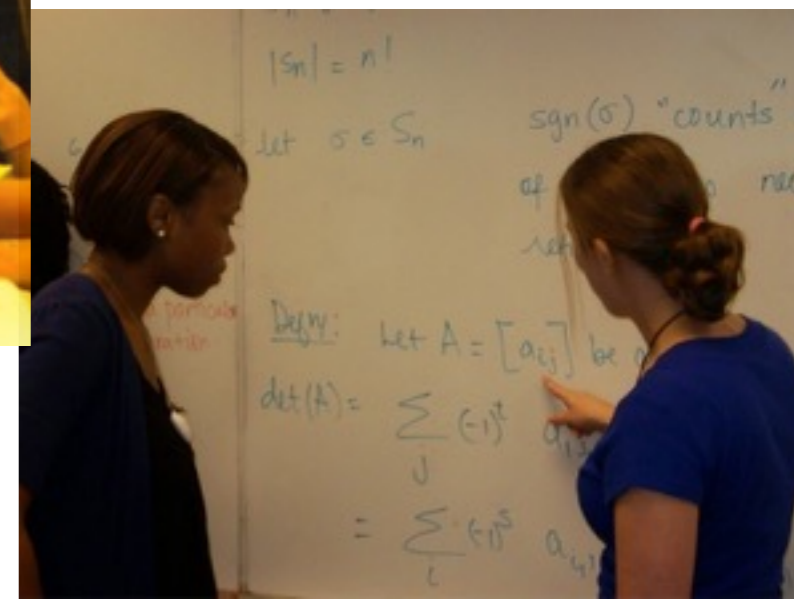


[www.edgeforwomen.org](http://www.edgeforwomen.org)



# EDGE Summer Session

- 4 week residential program in June
- 14 recent college graduates entering graduate programs in mathematics
- 3 advanced graduate student mentors
- 4 workshop facilitators (college faculty)
- Analysis and Algebra workshops
- problem solving
- formal mentoring
- Thursday night dinners and other social activities.
- guest speakers, mini-courses
- reunion weekend
- commitment to diversity
- Spelman, Bryn Mawr, Pomona, Morehouse, New College, NC A&T, Florida A&M, NC State, Harvey Mudd, Howard, Purdue (2016)





**@ICERM**

## **REUF workshops**

—a collaboration between  
AIM and ICERM



# Lessons Learned

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- Access to the profession
- Money matters
- Open, honest conversations are critical
- Check-in after first year
- Support for re-entry





In what ways did EDGE contribute to your success in graduate school?