

# Three Strategies to Broaden Participation in Sea Grant

## SGA Spring Meeting, March 2020

### 1. Recruit diverse researchers and technical review panels

Network Building: Develop and build relationships within national networks and state organizations that represent scholars from underrepresented and underserved (UU) communities. Relationship-building requires physical presence at UU meetings and events. SG programs should also develop and sustain relationships with administrators at HBCUs, MSIs, and TCUs (Historically Black Colleges and Universities, Minority Serving Institutions, Tribal Colleges and universities). Let these partners know that SG is always looking for competitive research proposals and qualified reviewers and panelists. *Funding for staff time and travel may be needed to prioritize network building.*

Suggestions:

- Attend the annual conference of the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), Emerging Researchers National Conference in STEM, and National Society for Black Engineers, among others. Establish relationships with potential reviewers, panelists, and student recruits.
- Engage reviewers from institutions that serve UU communities (technical schools, community colleges, HBCUs, MSIs, TCUs, and community-based organizations). In-person presentations and informational sessions are preferred, but cold-contacting reviewers/panelists gets the ball rolling.
- Ask previous panelists or other contacts to suggest potential reviewers/panelists from diverse backgrounds.

### 2. Recruit diverse applicants for student funding opportunities

Pathways Programs: Internship opportunities that recruit students from diverse backgrounds, especially students from indigenous and UU communities, can provide transformative educational experiences to the students and help broaden participation in the marine and coastal science workforce. SG programs can recruit from existing programs, or develop targeted funding opportunities, especially at the undergraduate level, to identify and prepare qualified applicants for SG fellowships. Once programs are in place or students are selected, SG can instigate cohort-building by providing mentoring and professional development opportunities for student fellows. The Institute for Broadening Participation has abundant resources for students, faculty, and program administrators interested in diversifying STEM fields (<https://www.pathwaystoscience.org>), and several scientific societies prioritize student mentoring (CERF's Rising Tides program <https://www.cerf.science/risingtides>). *Funding for staff time and financial investments in education and mentoring are needed to support student fellowships.*

Suggestions:

- Start a state program, such as one aligned with SG's Community Engaged Internship initiative, to develop UU student capacity in your location.
- Host a professional development workshop in conjunction with your university, building on existing resources for UU students (ex. Office for Campus Diversity, Office of Minority Affairs, Minority and women student chapters, Student Career Services, Alliance for Graduate Education and the Professoriate (AGEP), Louis Stokes Alliance for Minority Participation (LSAMP)). Prioritize a culture of mentoring within your SG program.
- Formalize a SG partnership with the Institute for Broadening Participation, and other professional societies dedicated to UU student mentoring and recruitment.
- Network with staff from existing pathways programs to advertise SG opportunities to their students. Several existing efforts that support students from UU communities include:

UCAR SOARS: <https://www.soars.ucar.edu/>

NSF INTERN: <https://www.nsf.gov/pubs/2018/nsf18102/nsf18102.jsp>

NASA MUREP: <https://www.nasa.gov/offices/education/programs/national/murep/about/index.html>

NOAA EPP/MSI: <https://www.noaa.gov/office-education/epp-msi/undergraduate-scholarship>

### 3. Fund research that meets the needs of the diverse communities that Sea Grant serves

Targeted Research Calls and Outcomes: SG programs and NSGO can develop targeted research calls aimed at addressing research needs of UU communities as identified by SG extension and education program collaborations with local partners. Wherever appropriate, SG could facilitate the integration of traditional and local knowledge (TLK) in its programs, i.e., research, extension, education. In coordination with NSGO, SG programs can develop reporting metrics to track SG-funded activities that address diverse communities' needs by encouraging SG personnel and awardees to report outcomes of broadening participation activities. *Funding for staff time and financial investments in research and revised reporting metrics are required to establish targeted research calls and highlight outcomes relevant for diverse groups.*

#### Suggestions:

- Share perspectives and form partnerships based on mutual understanding of the value of Traditional Local Knowledge (TLK).
- Create opportunities for exchange between communities and researchers, policy-makers, and for communities to share/identify their research needs.
- The SG network and NSGO can update and disseminate guidelines and policies with content focused on broadening participation and inclusivity.
- Develop targeted funding opportunities that address UU community needs. Use double-blinded proposal reviews in conjunction with traditional reviews to address potential bias in proposal selection. Actively facilitate engagement between researchers and UU communities to develop proposals together, in addition to standard RFPs.
- Collaborate on developing grants for external funding efforts that focus on broadening participation. Some representative examples include:

NSF INCLUDES: [https://www.nsf.gov/news/special\\_reports/nsfincludes/index.jsp](https://www.nsf.gov/news/special_reports/nsfincludes/index.jsp)

NOAA EPP: <http://www.noaa.gov/office-education/epp-msi>

US Department of Education: <https://www2.ed.gov/programs/hsistem/index.html>

Refer to the DEI vision document which outlines additional strategies to meet the 10-year roadmap goals:

#### Sea Grant Diversity, Equity, and Inclusion Vision: 10-year Roadmap Goals

##### Administration

Recruit and retain a diverse workforce	Maintain a sustained focus on DEI with broad SG Network involvement	Collect, analyze, and utilize data related to DEI climate	Provide regular training and professional development on various aspects of DEI
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##### Research

Address issues of diversity and underrepresentation of research reviewers, panelists and awardees	Stimulate research and scholarship to address topics of value to diverse communities
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##### Extension

Possess capacity and skills, including knowledge of best practices and demographic data to effectively serve diverse communities	Communities have equal access to relevant scientific information via extension programming that facilitates sound, science-based decision-making
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##### Education

Train a coastal and marine workforce representing the demographics of SG locations	Educators and fellowship administrators have the capacity, skills, and knowledge of best practices and demographic data to effectively serve diverse communities	Prepare an environmentally literate and informed citizenry that is reflective of diverse populations
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Note: Communications is considered a cross-cutting theme for all areas.