

# Recruit, Retain, Encourage & Help

SEMS top priority - minority faculty & students to thrive in STEM disciplines



Many of the roadblocks that prevent young, African-American men from pursuing careers in STEM fields sound familiar: a lack of resources, role models and aspiration. The solutions, too, mirror those used to entice more women to work toward STEM careers: start teaching and engaging students sooner, and work to dispel the curse of self-doubt. But the problems are complicated and magnified for black male students because of systemic problems of perception and low expectations.

Therefore, it is crucial that we recognize diversity where it does exist, noting progress toward equity and offering empirical evidence

that can impede the further perpetuation of stereotypes about who belongs in STEM fields.

SEMS faculty, staff and administrators are excited to welcome BMLDI and Urban League to RMU campus on April 1st, 2017. The Black Male Leadership Development Institute is a program that brings African American boys in grades 9 through 12 together in a year-long program designed to increase educational and leadership opportunities for the selected participants. The BMLDI STEM symposium is the continuation of the successful national conference "Strength in Numbers" that took place a few years back under the leadership of the Uzuri Think Tank and in collaboration with SEMS.

SEMS has made as its top priority to open doors, recruit, retain and encourage and help our minority faculty and students thrive in various STEM disciplines. In addition, SEMS has a rich outreach program that supports creating a pipeline for future STEM students and professionals. As Dean of SEMS, I am grateful for the full commitment of our faculty and staff in support of this event. Special thanks go to Dr. Anthony Robins, who serves both in Sciences and ODIE, and Dr. Chet Thompson who leads our BMLDI Program on campus. This event is possible due to generous support of the Heinz Foundation.

