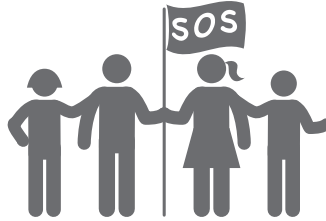


CHAPTER 11 DRAFT BLUEPRINT: SEND AN SOS

Periodic reflections upon one’s own privilege and implicit biases helps in becoming not just a better ally but a better person. This encompasses educating oneself about DE&I issues, including the historical context and systemic aspects.



SUPPORT FROM GROUND UP: FACILITATE DIVERSITY

- Educate yourself on the topic of DE&I in STEM through books, movies, documentaries, etc.
- Participate in on-campus DE&I programs, training, and workshops.
- Get involved in STEM outreach activities.

List any DE&I content, learning opportunities, and activities you can identify to explore:

Resources

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Programs

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Outreach

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OPEN-MINDEDNESS ALL AROUND: FOSTER INCLUSION

- Promote inclusive language.
- Advocate for inclusive curriculum.
- Build community with minorities in STEM.

Identify areas where language, content, and community in your work and personal life can foster inclusion:

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SEATS AT THE TABLE: FURTHER EQUITY

- Advocate for those who are minoritized by amplifying their voices.
- Speak up against discrimination, microaggressions, or bias.
- Promote representation on classroom teams and projects, panels, events, conferences, and/or student organizations.

THOUGHT EXERCISE:

You have a seat at a table to influence decision-making. How would you advocate, speak up, and/or promote DE&I?

What it might look like:

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How I might respond:

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*As an **example**, consider that you are sitting on an invited panel. Ask yourself about the other panelists' backgrounds, specifically if there are perspectives missing from the discussion. Consider how you might encourage the organizers to include those perspectives.*

Being aware is a huge part of the journey. Most educational institutions and organizations have opportunities to volunteer across the STEM ecosystem. It is important to look for these avenues to provide exposure and encouragement to students through outreach activities. Many organizations may also have other student empowerment and engagement opportunities (such as tutoring, mentoring, etc.), to help support and advance equity in the educational or professional setting.

Starting college or starting a new job gives an opportunity to make the commitment to this enriching aspect of the journey, especially if prior opportunities were limited. Systemic issues often hinder the progress of many – we need to be mindful of the path and obstacles for those after us.

Now is the time to break free of any echo chambers, to help everyone thrive and prosper.