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# Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Beyond Broadening Participation



# Study Sponsors

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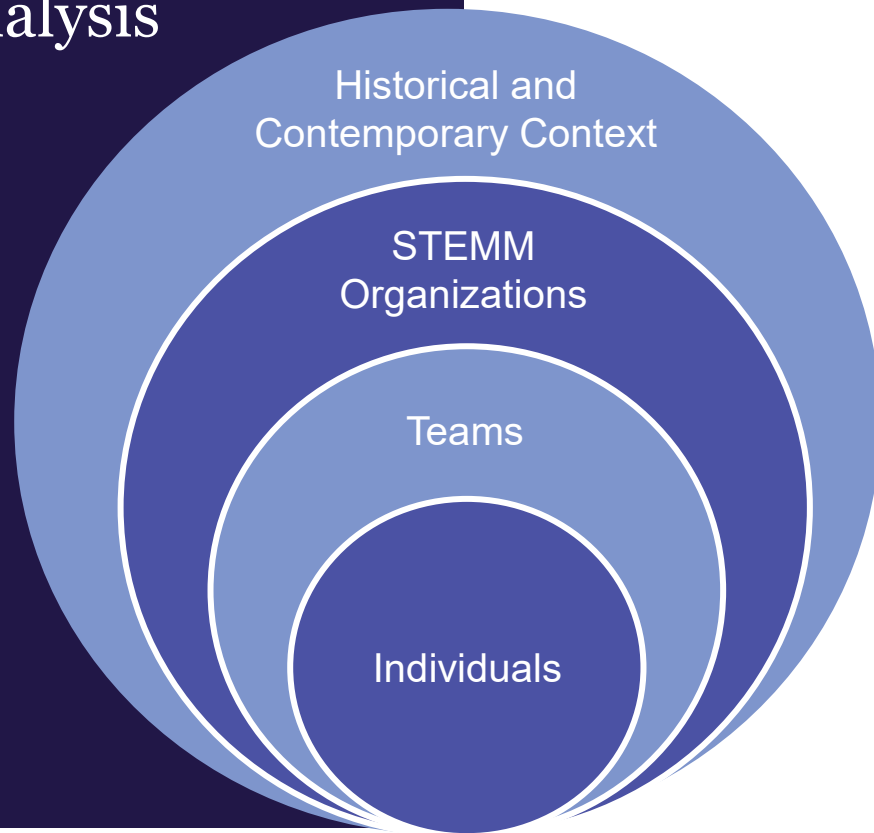
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# Key Definitions

- **Antiracism:** active, intentional actions to disrupt **racism**
- **Diversity:** fair representation
- **Equity:** outcome from fair conditions; justice, not equality
- **Inclusion:** sense of belonging in an environment
- **Race:** socially constructed, not biological, but has real impacts on human experience
- **Ethnicity:** socially constructed, stronger relationship to place of origin, nation, or cultural heritage
- **STEMM Organizations:** universities, nonprofit organizations, hospitals, and industry

# Relationship between Levels of Analysis





# Recommendation summary

- Increase numeric representation and diversity
- Invest in evidence-based programs
- Facilitate and support interdependent teams
- Promote equal status among team members
- Collect data on the patterns of gatekeepers' decisions
- Advance ADEI in leadership role descriptions
- Review evaluation criteria and decision-making processes
- Anticipate resistance to ADEI efforts
- Promote genuine accessibility and support to all






“Storytelling is very powerful.”



ANONYMOUS, INTERVIEW CONDUCTED BY O.A. ON JUNE 3, 2022



ADEI is not a single set of goals that allows organizations to meet and declare the work concluded.

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# Frequently Asked Questions



Question: The term “minoritized” is used in the report, what does it mean and why not use the term minority?



Question: Why does the committee use the term Latine instead of Latinos/as or Latinx?



Question: There is a strong focus on Black Americans, what about individuals from other minoritized groups?



Question: To what extent are other identities beyond race and ethnicity included in the report? For example, what about gender?



Question: Why does this report include a chapter on history? Weren't those events so long ago?






Question: Isn't STEM a meritocracy?



Question: This reports covers many areas of research. What are the priorities in terms of future investment in ADEI related work?



Question: Why is the term “American”  
sometimes used after describing a person  
from a specific racial group, especially  
“Asian American”?



What have we learned?  
What has surprised us?  
What do we hope happens next?



# Questions and Discussion

Please send questions to Layne Scherer at  
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*Thank you for your support*