

Multicultural Training Breakout Session: *Topic: Undergraduate Students (& Summer Research Experiences)* **Summary of Bold Steps and Actions**

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Near-term Actions and Bold Steps

Ocean Science Career Fair

- develop a career marketing strategy for summer and academic year
- Need to compile a clearinghouse for info about ocean science careers, Career counselors need to be made aware.
- Summer career awareness programs that feed to longer term university recruitment strategies
- K-12 Career Fair with specific and varied OS representation
- Participate in “transfer day” events many universities hold at community colleges

COSEE networking with:

- URM organizations and minority-serving high schools at the national, regional and local levels (strengthen the network of networks; leveraging the existing URM networks that will help with recruiting)
- We could “require” that each center:
 - Develop and implement a strategy to increase # of URM actively participating in key activities
 - Form partnerships with URM groups/projects in their region
- COSEE – continue partnerships with minority serving organizations like LS-AGEP, SACNAS, etc
- Disseminate/share models to COSEE institutions (Advising, Recruiting)

Cultural Awareness PD for faculty (held at society meetings, webinars)

- Mentor training on national scale (webinars, cutting edge style)
- Mentor training program for major oceanographic institutions
- COSEE develop mentorship training programs for faculty to reach ___?
- Engage faculty (committed, interested, NOT SURLY!) to train + mentor UG students, but we need to provide incentive

Long-term Bold Steps & Actions:

- Emulate the women in engineering/URM in engineering marketing model to increase awareness and participation
- Create culture of community/love of knowledge/discovery in entire pipeline K-Graduate (Supports students creating own knowledge)
- Leadership Development Program for OS (get' em while they are young!)
- Minority serving institution as required COSEE partner
- Promote the freedom of scientists' lifestyle
- Marketing campaign – elevate public awareness of relevance of OS in day-to-day life.