

Goal: "University Faculty will implement a campus-wide program that aids in increasing retention rates among our institution's underrepresented minority female STEM students by 25%."

Objective	Actions:	Practice Activities:	Information Needed:
49.2% of women who originally intend to major in Science and Engineering as a first-year switch to a non-STEM major, compared to 32.5% of men. (National Science Foundation National Center for Science and Engineering Statistics [NSF NCSES], 2017, 2019). The purpose of this course is to train higher education STEM professionals in more inclusive forms of instruction for female STEM students. This, in turn, will increase retention rates among underrepresented minority women. Thus, ensuring they are prepared to envision the world as it could be tomorrow.	1. Create a learning environment that humanizes STEM fields. 2. Ensure standards alignment and modify instructional methods to promote cultural responsiveness. 3. Provide access to university and community wide support services.	1. Students should have plenty of opportunities to conduct hands-on investigations with diverse peers. 2. CRT projects need to become the norm to allow students to see their experiences reflected in the content. 3. Encourage female STEM students to join an on-campus STEM organization to network with like-minded individuals. Keynote speaker series and national scholarship programs are beneficial and would help close the gap.	1. Available course data and the capability to update & modify course material using cutting edge technologies. This includes simulations, adaptabilities, and interactive Discussions, Role-Playing discourse. 2. Professors should learn to imbed elements of storytelling, make the effort to build rapport with students, allow heterogeneous grouping for investigations, and proactively listen to student centered feedback. 3. Establish a mentorship program, 1-1 individualized sessions during office hours, keynote speaker series, and internship opportunities that align with individual goals.

