

# DIVERSITY & INCLUSION

Diversity and inclusion are a key component of *Energize New Mexico's* success. In Year 4, the Diversity Team updated the Diversity Strategic Plan by revising goals to be more ambitious, having met two of the three primary diversity targets ahead of schedule. One of the main goals—50% representation by women and underrepresented minorities in all supported programs—was met for the third consecutive year, with 55% female or under-represented minority participants.





## First Annual Mentoring Award

The NM EPSCoR Mentoring Award is designed by the Diversity Team to recognize two NM EPSCoR participants who not only build relationships with students and support their academic, research, and career endeavors, but also work to create inclusive environments for our diverse students. NM EPSCoR believes mentors go over and beyond for their students. We know mentors are not only vital to student growth and development, but also essential to the retention of students in STEM fields. On Thursday, April 27th at our All Hands Meeting, we recognized two faculty members who exemplify these roles with the inaugural NM EPSCoR Mentoring Award.

Dr. José Cerrato (top) is from the small country of Honduras where he shared that formal science wasn't readily available for students. Now, he is the lead investigator of the Uranium research group at the University of New Mexico. He was nominated by his mentor Dr. Abdulmehdi Ali and students Sumant Avasarala and Carmen Adela Velasco Rivera.

Dr. Michael Heagy (bottom) hails from Lancaster, Pennsylvania and has been a New Mexican for 20 years. He is part of the Solar Energy Team at New Mexico Tech and a key reason for the success of our STEM Advancement Program. He was nominated by his student Hanqing Pan.

**OPPOSITE:** Members of the NM EPSCoR *Energize New Mexico* community.

**ABOVE TOP:** Dr. José Cerrato Corrales (center), recipient of the NM EPSCoR Mentorship Award, with his nominators Sumant Avasarala and Carmen Velasco Rivera (left), Anne Jakle, mentor Abdulmehdi Ali, and Chelsea Chee.

**ABOVE BOTTOM:** Dr. Michael Heagy, recipient of the NM EPSCoR Mentorship Award, with Anne Jakle, nominator Hanqing Pan, and Chelsea Chee.



# NATIVES IN STEM

Natives in STEM is a program that was co-founded by NM EPSCoR and the American Indian Science & Engineering Society (AISES) to increase the visibility and belonging of Native people in the STEM community. This year, Natives in STEM completed a website ([www.nativesinstem.org](http://www.nativesinstem.org)) that hosts six professional profiles. An additional 11 profiles have been created and will be added to the site. Profile videos are also in the works for Year 5.

Additionally, project outreach has expanded. For the first time, Natives in STEM collaborated with the New Mexico Tribal Libraries Program, Explora Science Center, and the NASA Astrobiology Program to host STEM events in three Navajo communities.

## Impacts

- Responding to recent studies that indicate representation in STEM matters to prospective students when deciding to pursue a STEM education, Natives in STEM increases visibility and belonging of Native people in the STEM community
- Over 50 participants attended and participated in hands-on activities and talks for STEM Community Events in three Navajo communities, a collaboration from Natives in STEM, the New Mexico Tribal Libraries Program, Explora Science Museum, and the NASA Astrobiology Program
- Over 2500 posters have been distributed to schools, communities, and organizations nationwide, and the project was featured in a January 2017 episode of Native America Calling, a national radio show about issues specific to Native communities



**NATIVES IN STEM**

**Otakuye Conroy-Ben, Titakuye Ota Win**  
- Environmental Engineer & Professor

**I AM OGLALA LAKOTA, I AM STEM**

Project by  



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NativesInSTEM.org