ReJUS
Restorative Justice for the Underrepresented in Science
George Floyd and systemic racism
Big Picture -- Science and Engineering Occupations
Black and Hispanic identified individuals are underrepresented

Workers in science and engineering occupations
In 2015, women and some minority groups were represented less in science and engineering (S&E) occupations than they were in the U.S. general population.

S&E Occupations
- White men: 49%
- White women: 18%
- Asian men: 14%
- Asian women: 7%
- Black men: 3%
- Black women: 2%
- Hispanic men: 4%
- Hispanic women: 2%
- Other men and women: 2%

U.S. Population
- Overall: 31%
- White men: 31%
- White women: 31%
- Asian men: 3%
- Asian women: 3%
- Black men: 6%
- Black women: 7%
- Hispanic men: 9%
- Hispanic women: 8%
- Other men and women: 3%

Source: National Center for Science and Engineering Statistics, National Science Foundation
Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017
https://ncses.gov/wms
Diversity representation decreases across the STEM career pipeline
Biomedical Research Workforce


Representation among graduate students has increased over time, but is not reflected in URM representation among early-career faculty positions.

Without intervention, the problems of underrepresentation will persist.

Representation at the University of Minnesota (TC)

https://oir.umn.edu/student/enrollment

Not shown: Native americans
Graduate School Representation

https://grad.umn.edu/graduate-programs/program-statistics

(#) = total matriculations per year
University of Minnesota - Faculty

Number of Underrepresented T/TT Faculty and Faculty of Color Separated by College/Campus

Source: Feb. 2020 BOR Presentation on Faculty Diversity - VPFAA, OED
What is ReJUS?

● How did ReJUS begin?
  ○ ReJUS = Restorative Justice for the Underrepresented in Science

● Who is ReJUS for?
  ○ CFI trainees and faculty and related departments

● Partnership
  ○ Empowering Women in Science
    ■ EWIS mentorship program (in development)
  ○ Office of Equity and Diversity
  ○ Graduate School Diversity Office
  ○ Association of Multicultural Scientists
ReJUS Mission

1) Education/awareness
   ● Structured discussions on racism in STEM and what individuals can do
   ● Promote an anti-racist culture at the CFI
   ● Access and collect data on representation within the CFI

2) Recruitment and retention of URM in the CFI
   ● Undergraduates, graduate students, post-docs, faculty
   ● Trainee-led undergraduate research experience program
   ● Collate existing funding mechanisms that support URM (e.g. PA-18-906)
   ● Invite faculty members to identify solutions for hiring/retention of URM
Empowering Women in Science
EWIS PROGRAMS

**Workplace Environment**

- Recognizing and Responding to Gender Bias in STEM.
- Dealing with microaggressions and double standards in the workplace
- Changing the Culture to End Sexual Harassment: NIH Working Group Findings and Recommendations

**Diversity & Inclusion**

- Building and Leading a Diverse Team: Lessons from Business.
- Keeping our Faculty Symposium

**Gender Equality**

- Advocating for gender equality: How to be a male ally. Presented at CFI, Department of Psychiatry, College of Veterinary Medicine and Women's Faculty Cabinet
- Changing STEM Culture

**Mentorship & Professional Development**

- Women in Industry: Career panel and discussion
- Negotiating for Jobs in Academia
- Asking for what you want: Effective negotiation strategies
- Networking During Social Distancing
- Mentorship portal
- "Resilience: First Principles" workshop

**Outreach**

Visits and workshops at MS and HS:
- Brooklyn Center High school
- Eden Prairie High School
- South Saint Paul Secondary Professionals of Color Panel
- Murray Middle School Career Fair
- Groveland Science and Math Night
- "Girls in STEM Club" at Roseville Area High School

State Science and Engineering Fair
Book/Journal Club
STEMinist Lunch Club
Mentorship & Professional Development Events

Do you want to boost your resilience? Are you interested in learning the principal components and practices of resilience?

Join us July 28th

“Resilience: First Principles”
A workshop lead by Michelle Lamere, Assistant Director for Education Programs at UofM CTSI

3:00 - 4:45pm
Please RSVP at https://forms.gle/VQgTgzwpPNTY74nd8 to get the zoom link!
Bring your coffee and snacks!

Event sponsored by Empowering Women in Science
Questions? Email ewis@umn.edu

● EWIS mentorship portal (in construction)
Diversity & Inclusion Events

- Diversity and Inclusion seminar lead by Dr Eden King from Rice University.

Dr. Eden King is an Associate Professor of Industrial-Organizational (IO) Psychology at Rice University.

Areas of Interest:
- Diversity & inclusion, work-family.

Her research has yielded over 100 scholarly publications and has been featured in the New York Times, Good Morning America, and the Harvard Business Review.

https://eden-king.scholar.rice.edu/publications