



# Working Draft of STEM Diversity Programs

September 2017

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## Working Draft of STEM Diversity Programs

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In the initial data analysis presented for the STEM Equity & Inclusion Initiative (see “Berkeley STEM Equity & Inclusion Initiative: Executive Summary”), STEM diversity programs were clustered by multiple categories (e.g. STEM subject, targeted constituency, cohort size, longevity, etc.). In response to many requests for a more straightforward clustering, we have developed a working draft of STEM Diversity programs organized by services. Program developers have informed us that this method of clustering will be more useful to build collaboration and partnerships.

The draft represents a first round at grouping programs based on the short description that each program submitted and as such, does not necessarily serve as a complete list and does not represent all STEM Diversity programs at UC Berkeley. We acknowledge that of the programs listed, some may identify with a category that they are not listed in or may not identify with a category that they are listed in. This analysis is separated by targeted constituency (K-12, Undergraduate, Graduate, Postdoctoral, Faculty) and also provides data on STEM subject and targeted underrepresented group for each service.

Additional notes: All program names are listed as they were entered into the survey with three exceptions: “not yet named” was changed to “not yet named (Training Program)”, “N/A” was changed to “N/A (Society of Women Engineers)”, and “CCASN - College and Career Academy Network” was changed to “CCASN - College and Career Academy Support Network”. For the targeted constituency, programs selected from a list and could select multiple options. For STEM Subject and Targeted Underrepresented Group, programs entered responses that were subsequently categorized. Programs only fit one STEM Subject category and could fit into multiple Targeted Underrepresented Group categories. A missing category was not included in graphs for any data that was not submitted by programs. Website links for programs are at the end of the document.

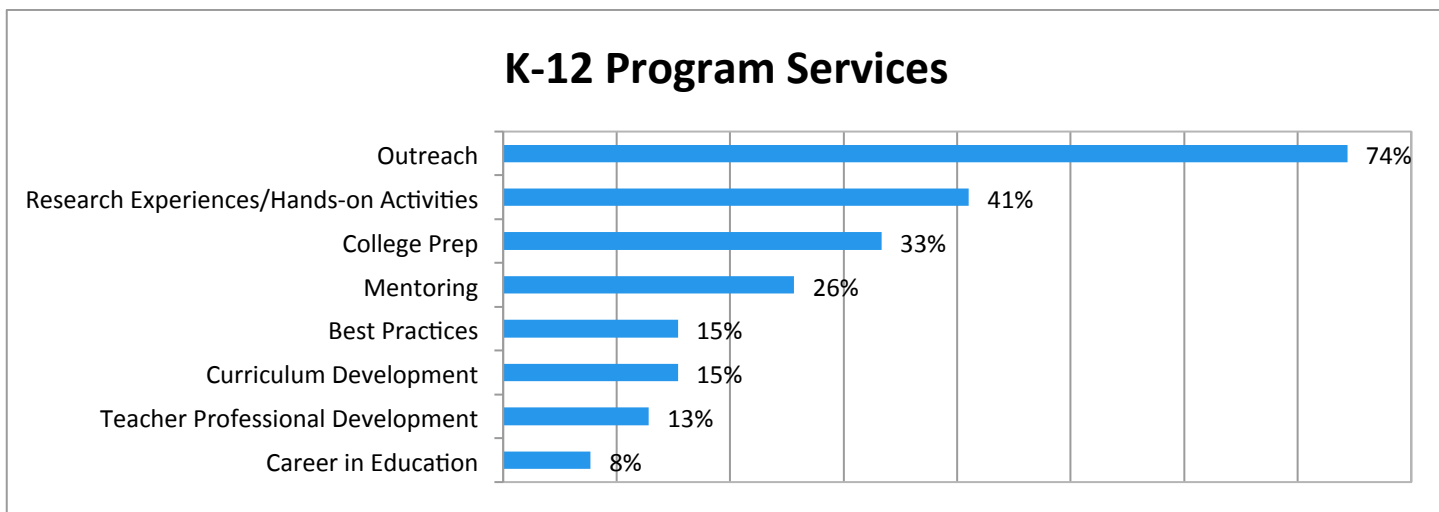
## Working Draft of STEM Diversity Programs

- K-12 Programs
  - Outreach
  - Research Experiences/Hands-on Activities
  - College Prep
  - Mentoring
  - Best Practices
  - Curriculum Development
  - Teacher Professional Development
  - Career in Education
- Undergraduate Programs
  - Professional Development
  - Non-Research Mentoring
  - Undergraduate Research
  - Courses
  - Best Practices
  - Financial Support
  - Non-Student Group, Non-Departmental Support/Community
  - Student Group Support/Community
  - Departmental Support/Community
  - Outreach
  - Recruitment
- Graduate Programs
  - Student Group Support/Community
  - Mentoring
  - Best Practices
  - Networking
  - Courses
  - Outreach
  - Fellowships
- Postdoctoral Programs
  - Identity Group Support/Community
  - Best Practices
  - Fellowships
  - Departmental Support/Community

- Faculty Programs
  - Identity Group Support/Community
  - Best Practices
  - Fellowships
  - Departmental Support/Community
  - Conference

## K-12 Programs

A total of 39 programs surveyed out of 118 identified as targeting the K-12 constituency. Reading through the programs descriptions generated 8 categories: Outreach, Research Experiences/Hands-on Activities, College Prep, Mentoring, Best Practices, Curriculum Development, Teacher Professional Development, and Career in Education. Each one of these categories is outlined below with a list of programs and data that shows the STEM subjects and underrepresented groups the programs collectively target. Programs could fall into multiple categories.

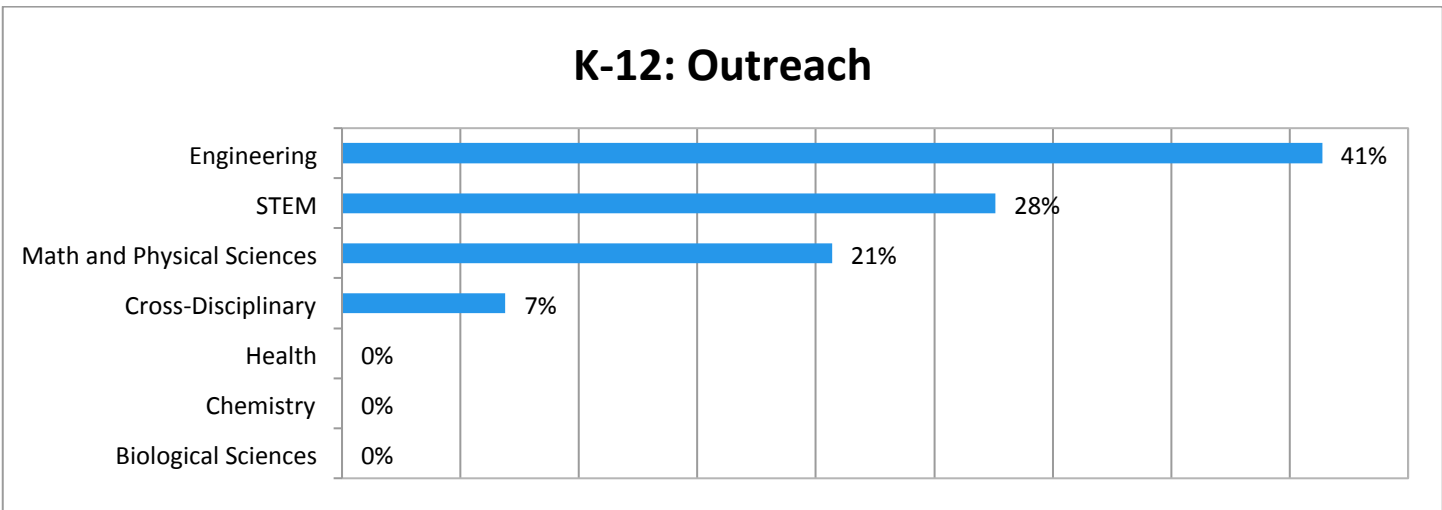


## Outreach

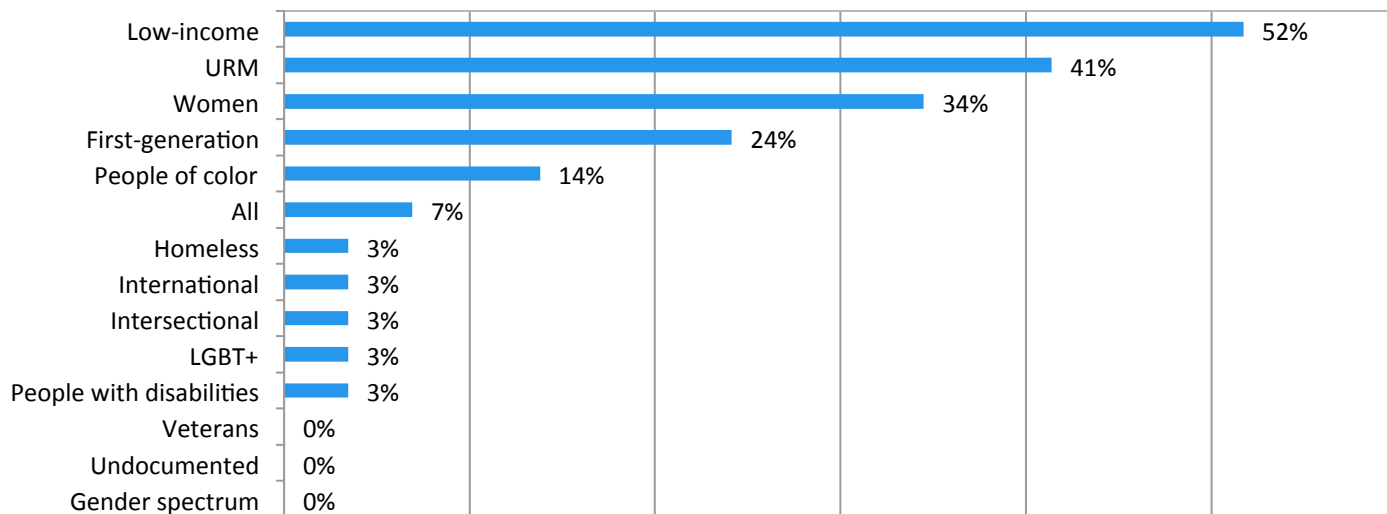
A total of 29 programs were identified that conducted any form of outreach to the K-12 community:

- Identity and Gender Spectrum (IGenSpectrum)
- Bay Area Scientists in Schools (BASIS)
- Berkeley Girls in Engineering
- Multiverse
- TechHive
- NanoBears
- California Outdoor Engagement Coalition
- CEP for Oakland Promise
- Code 510
- Expanding Your Horizons (Berkeley chapter)
- The Berkeley NanoLab High School Intern Program For Young Women
- University-Community Links (UC Links)

- Society of Physics Students – Outreach
- SMASH Berkeley
- Scientific Adventures for Girls
- PDP Gateway Courses and Pre College
- Upward Bound Math-Science
- African American Male Pipeline Project/ Womyn In STEM Education
- METALS (Minority Education Through Traveling and Learning in the Sciences); developed as part of the SF-ROCKS program at San Francisco State University
- Pre-College Academy
- DaVinci Camp Summer Institute
- Be A Scientist
- Engineering for Engineering Kids (E4K)
- Mini-University
- Engineering Day
- SWE Overnight Host Program
- LAGSES
- PreK-12 programs and resources
- Berkeley Science Network & Berkeley Science Connections



## K-12: Outreach

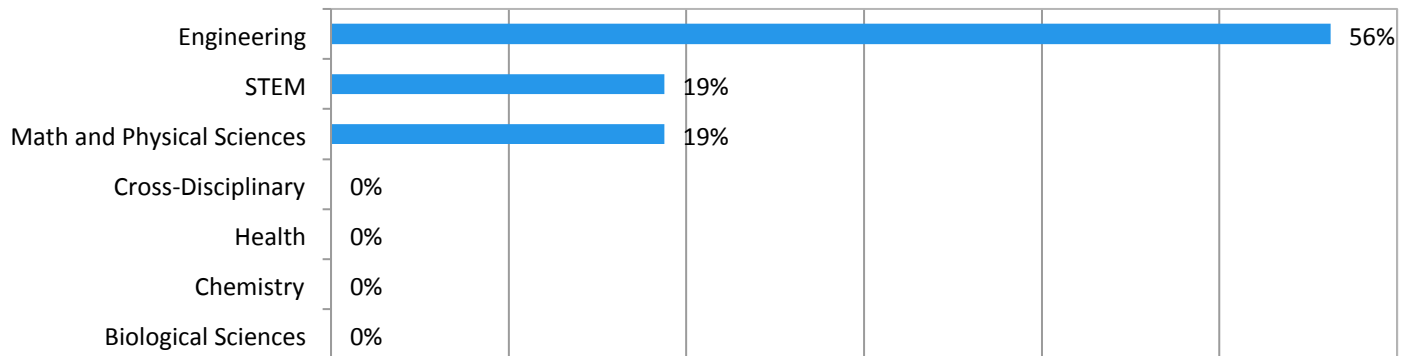


### Research Experiences/Hands-on Activities

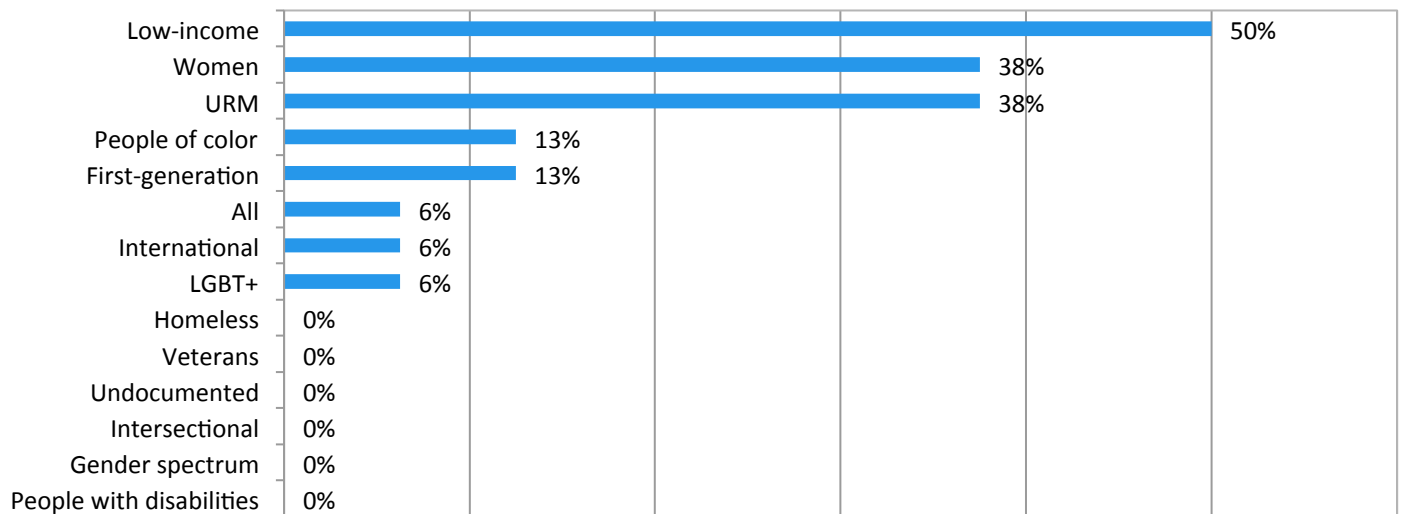
A total of 16 programs were identified that offered either a research experience or used hands-on activities:

- Identity and Gender Spectrum (IGenSpectrum)
- BERET +C
- Bay Area Scientists in Schools (BASIS)
- Berkeley Girls in Engineering
- NanoBears
- Code 510
- Expanding Your Horizons (Berkeley chapter)
- Bridging Berkeley
- The Berkeley NanoLab High School Intern Program For Young Women
- University-Community Links (UC Links)
- Scientific Adventures for Girls
- METALS (Minority Education Through Traveling and Learning in the Sciences); developed as part of the SF-ROCKS program at San Francisco State University
- Be A Scientist
- Engineering for Engineering Kids (E4K)
- Mini-University
- Engineering Day

### K-12: Research Experiences/Hands-on Activities



### K-12: Research Experiences/Hands-on Activities



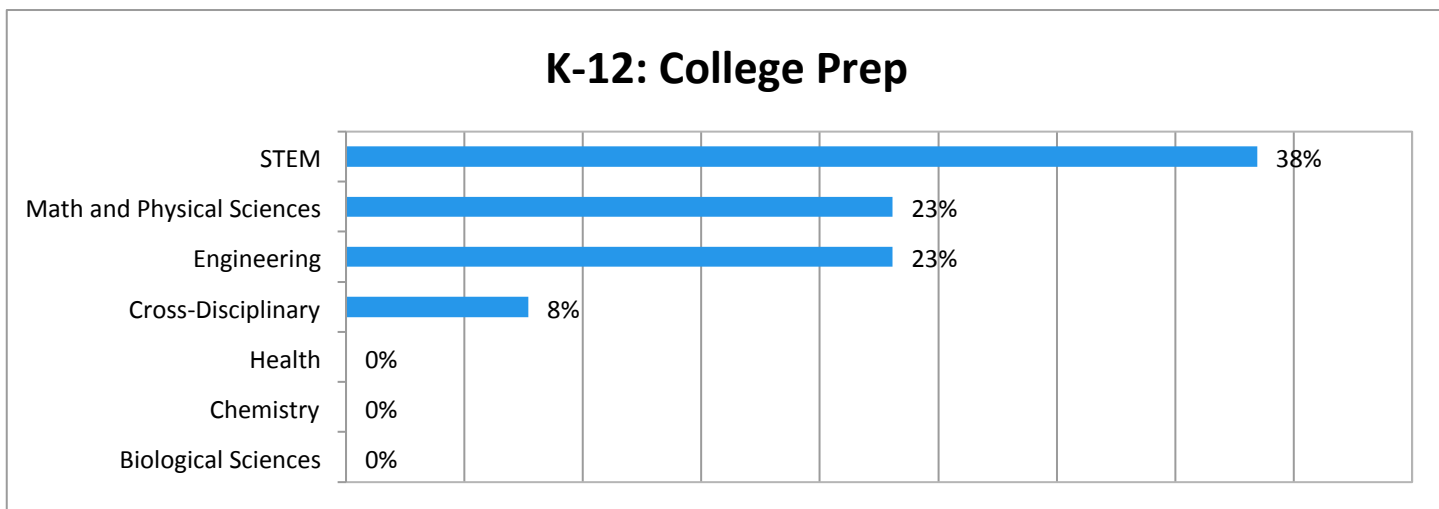
#### College Prep

A total of 13 programs were identified that had a component that helped students prepare for college:

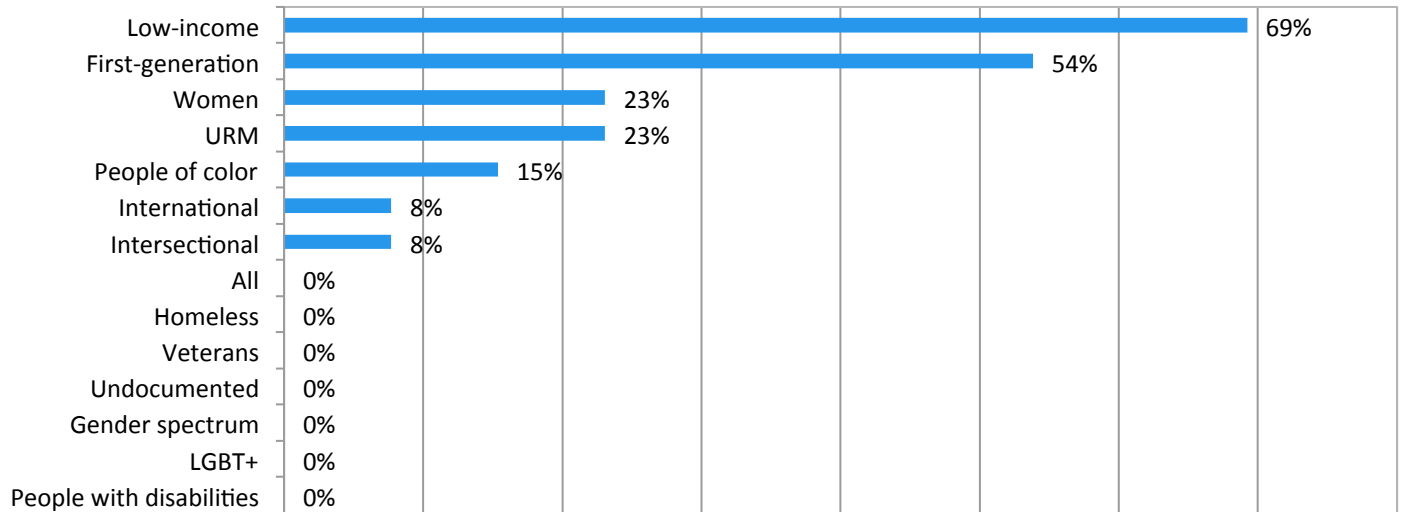
- CEP for Oakland Promise
- Expanding Your Horizons (Berkeley chapter)
- Bridging Berkeley
- SMASH Berkeley
- PDP Gateway Courses and Pre College



- Products & Services
- CCASN - College and Career Academy Network
- Upward Bound Math-Science
- African American Male Pipeline Project/ Womyn In STEM Education
- Pre-College Academy
- DaVinci Camp Summer Institute
- Mini-University
- SWE Overnight Host Program



### K-12: College Prep

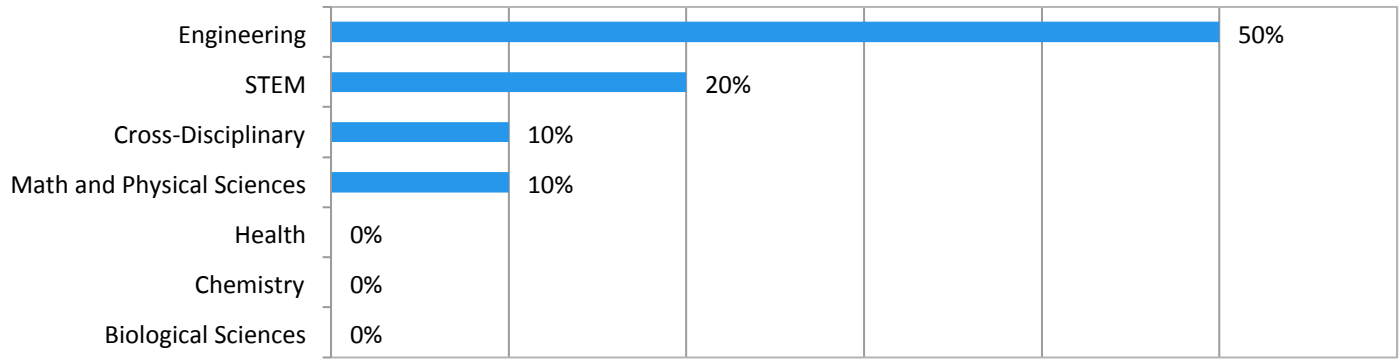


#### Mentoring

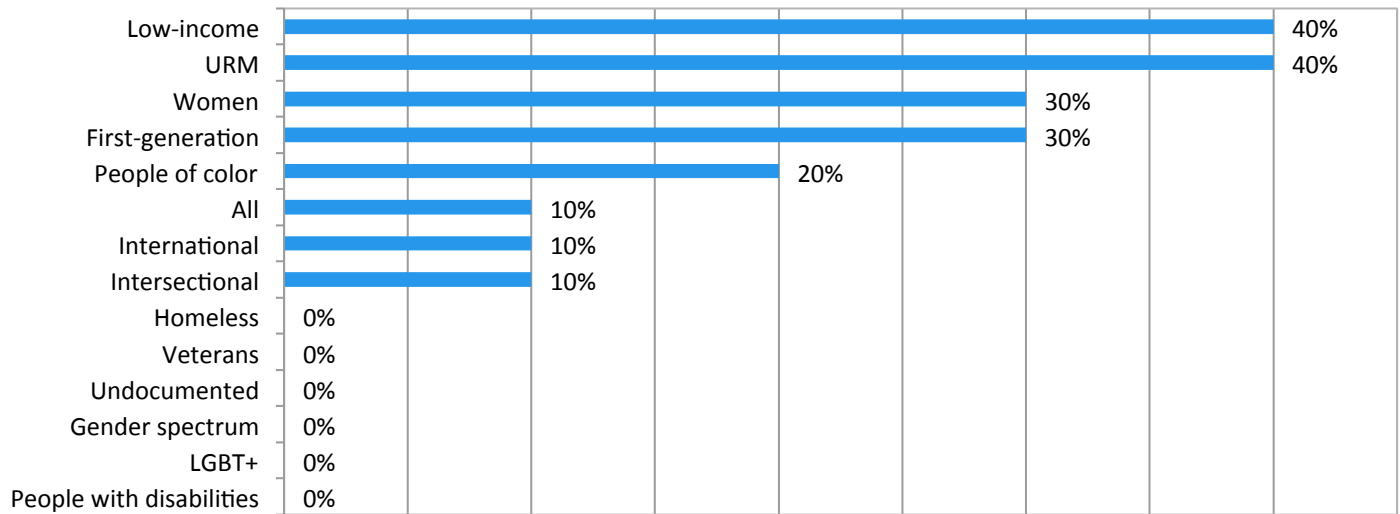
A total of 10 programs had a clearly stated form of mentoring incorporated into their program:

- Berkeley Girls in Engineering
- NanoBears
- Code 510
- Bridging Berkeley
- The Berkeley NanoLab High School Intern Program For Young Women
- University-Community Links (UC Links)
- SMASH Berkeley
- African American Male Pipeline Project/ Womyn In STEM Education
- Be A Scientist
- Berkeley Science Network & Berkeley Science Connections

### K-12: Mentoring



### K-12: Mentoring

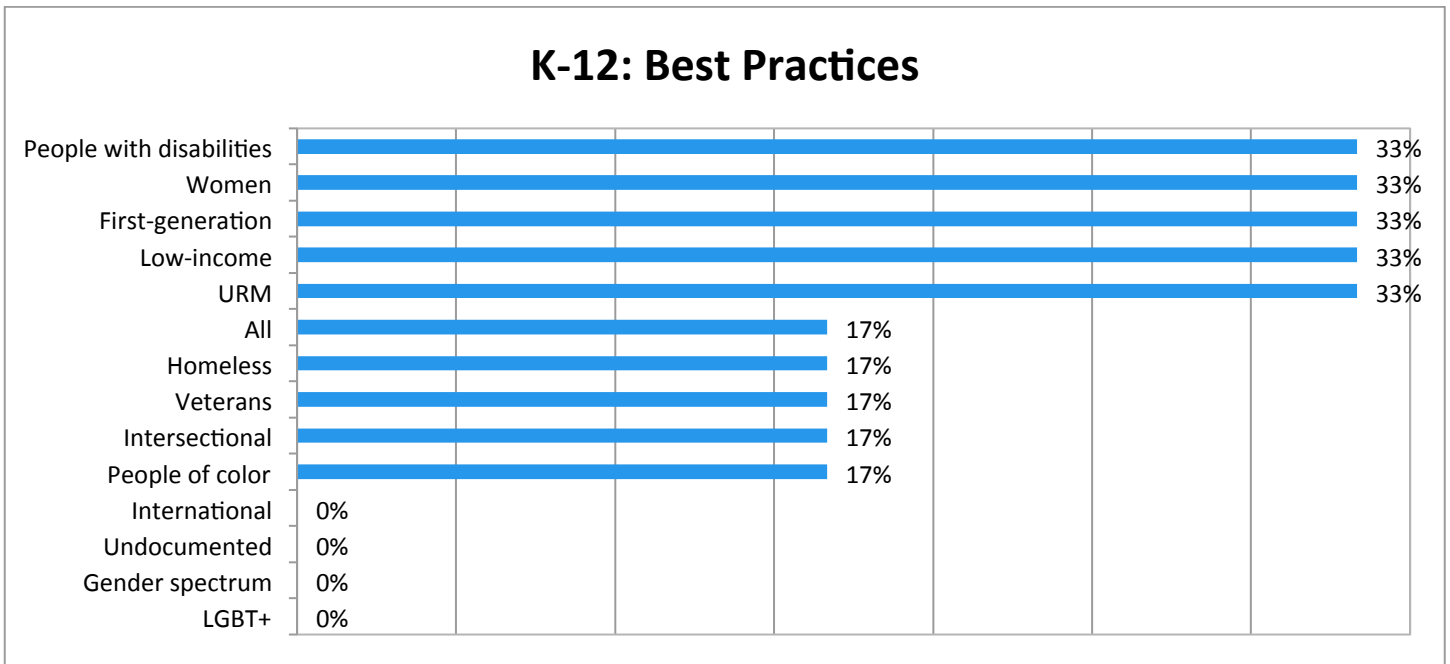
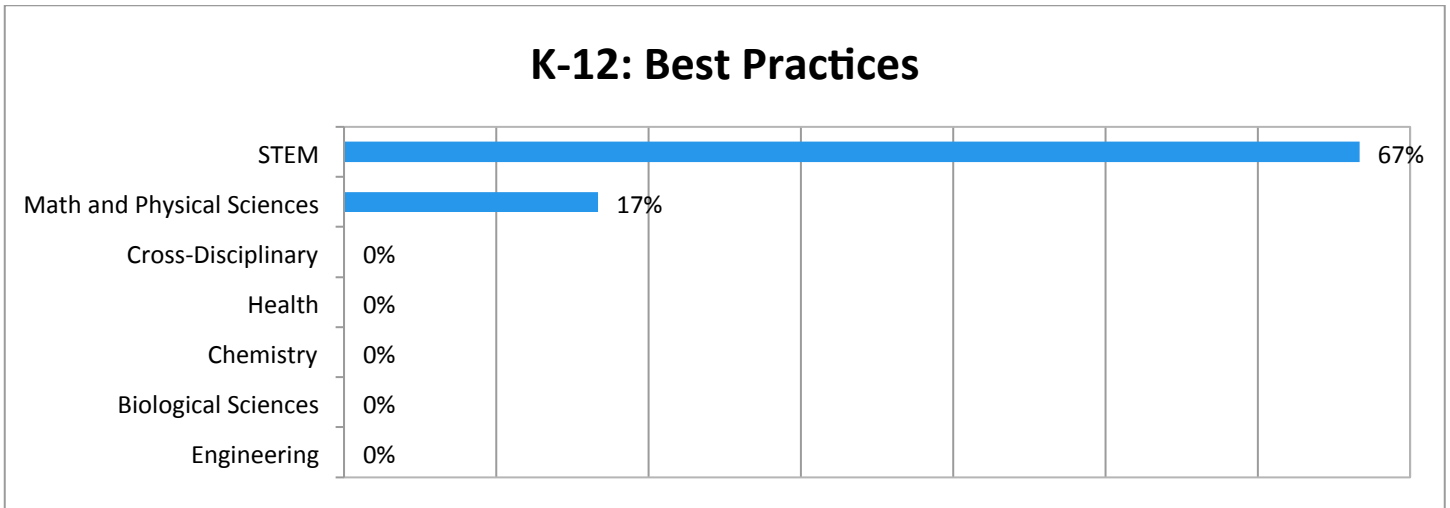


#### Best Practices

A total of 6 programs fell into the category of best practices, meaning guidance on how to build an inclusive and equitable climate or most useful practices in program implementation:

- Unconscious Bias Project at Berkeley
- Multiverse
- Coalition for Education and Outreach
- California Outdoor Engagement Coalition

- Coalition for Excellence and Diversity in Math, Science and Engineering
- CCASN - College and Career Academy Support Network



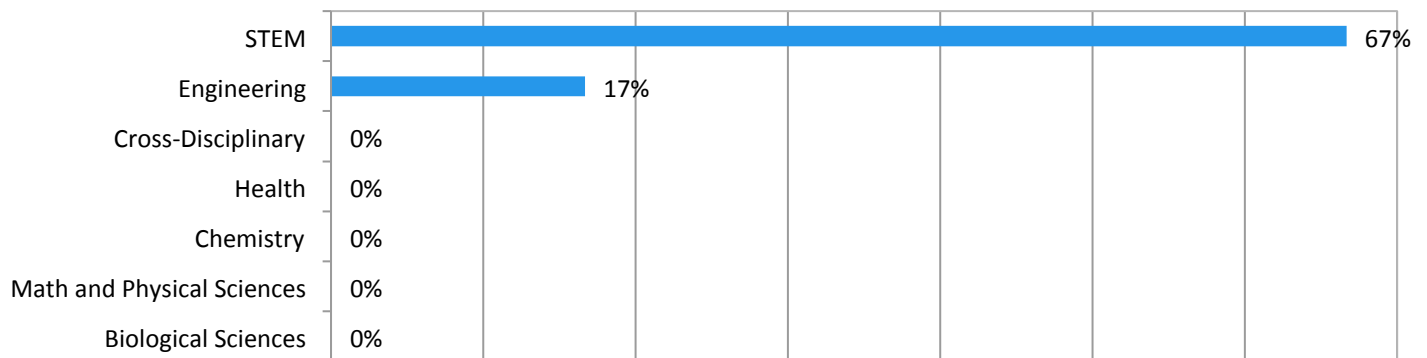
## Curriculum Development

A total of 6 programs develop curriculum for K-12 classrooms:

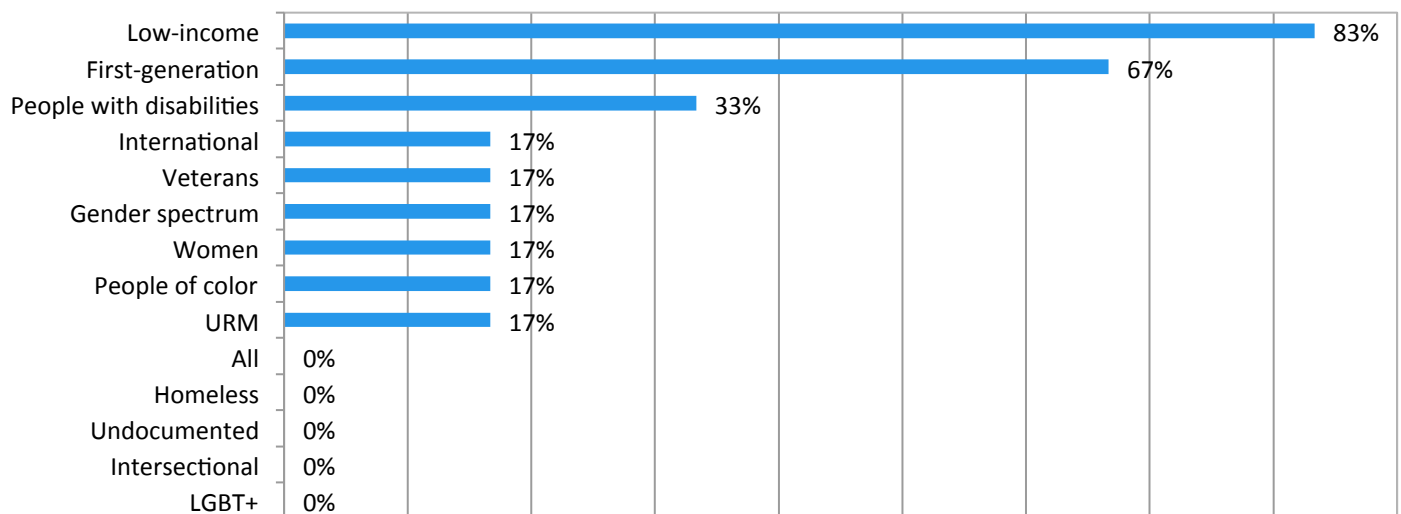
- BERET +C
- Cal Teach

- Berkeley Science & Math Initiative
- Products & Services
- CCASN - College and Career Academy Support Network
- PreK-12 programs and resources

### K-12: Curriculum Development



### K-12: Curriculum Development

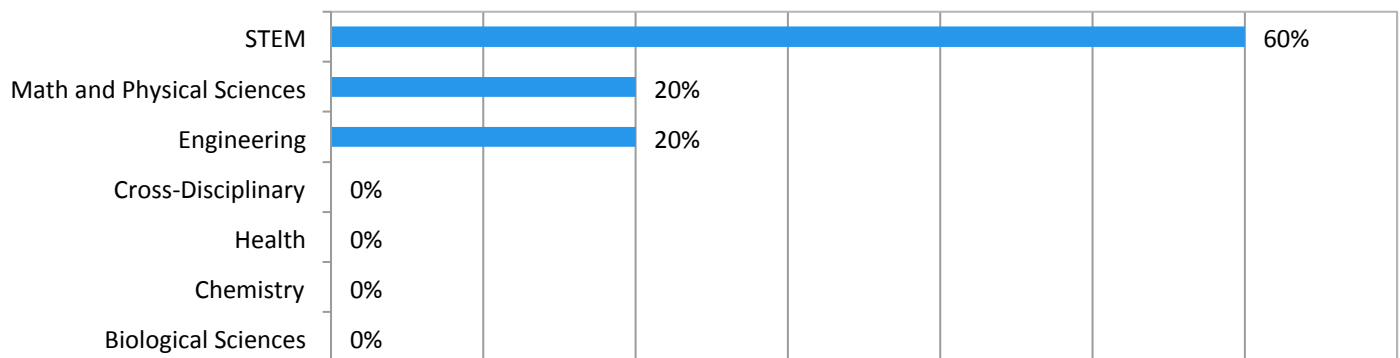


### Teacher Professional Development

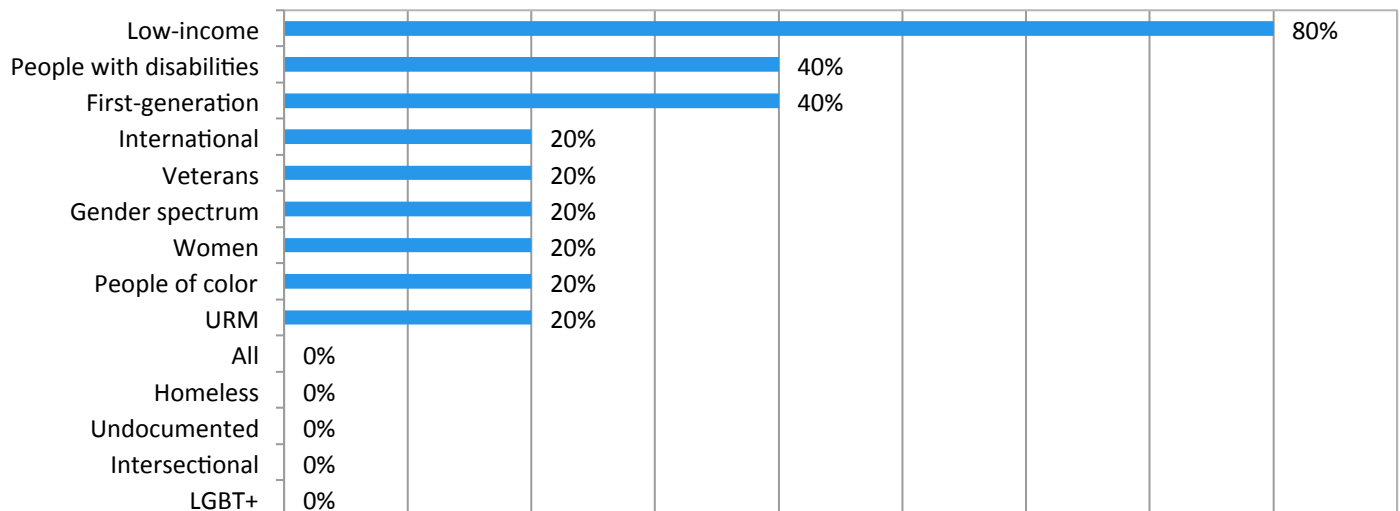
A total of 5 programs have a form of professional development for teachers:

- BERET +C
- Cal Teach
- Berkeley Science & Math Initiative
- PDP Gateway Courses and Pre College
- PreK-12 programs and resources

### K-12: Teacher Professional Development



### K-12: Teacher Professional Development

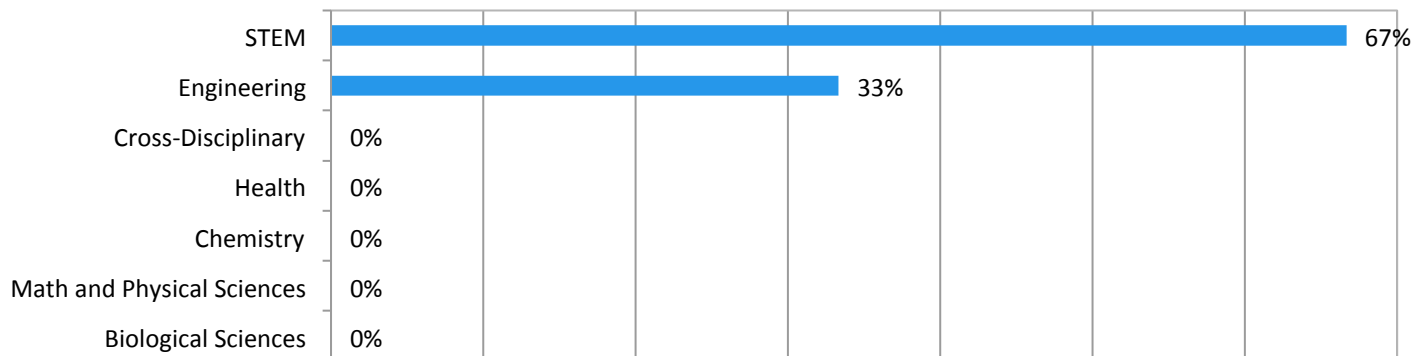


#### Career in Education

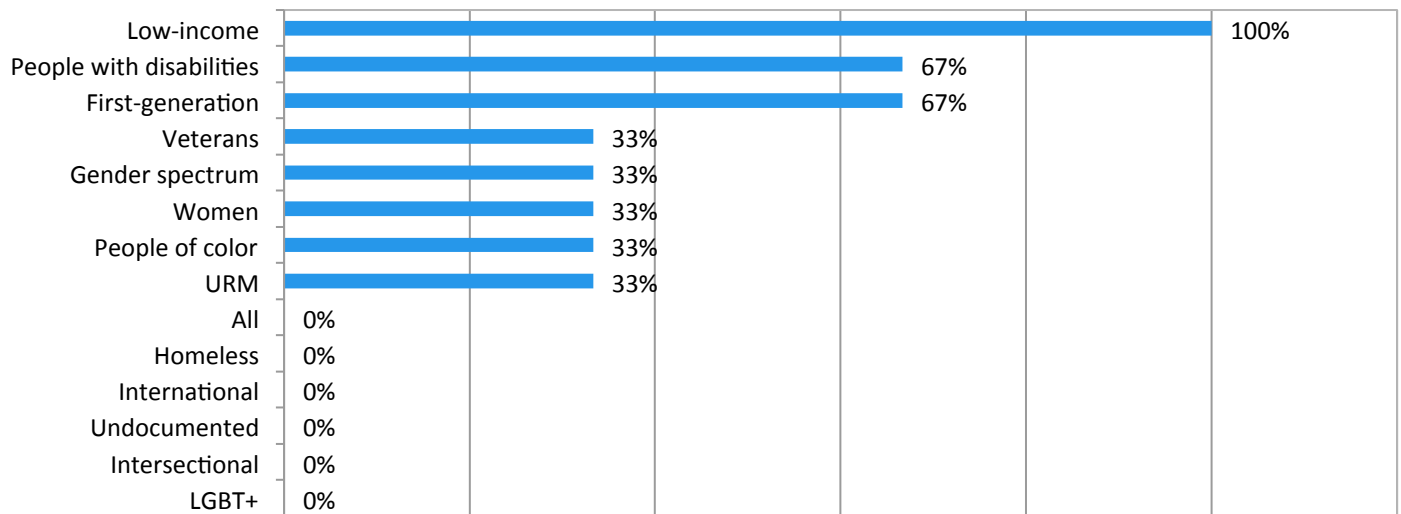
A total of 3 programs supported a career in education:

- BERET +C
- Cal Teach
- Berkeley Science & Math Initiative

## K-12: Career in Education



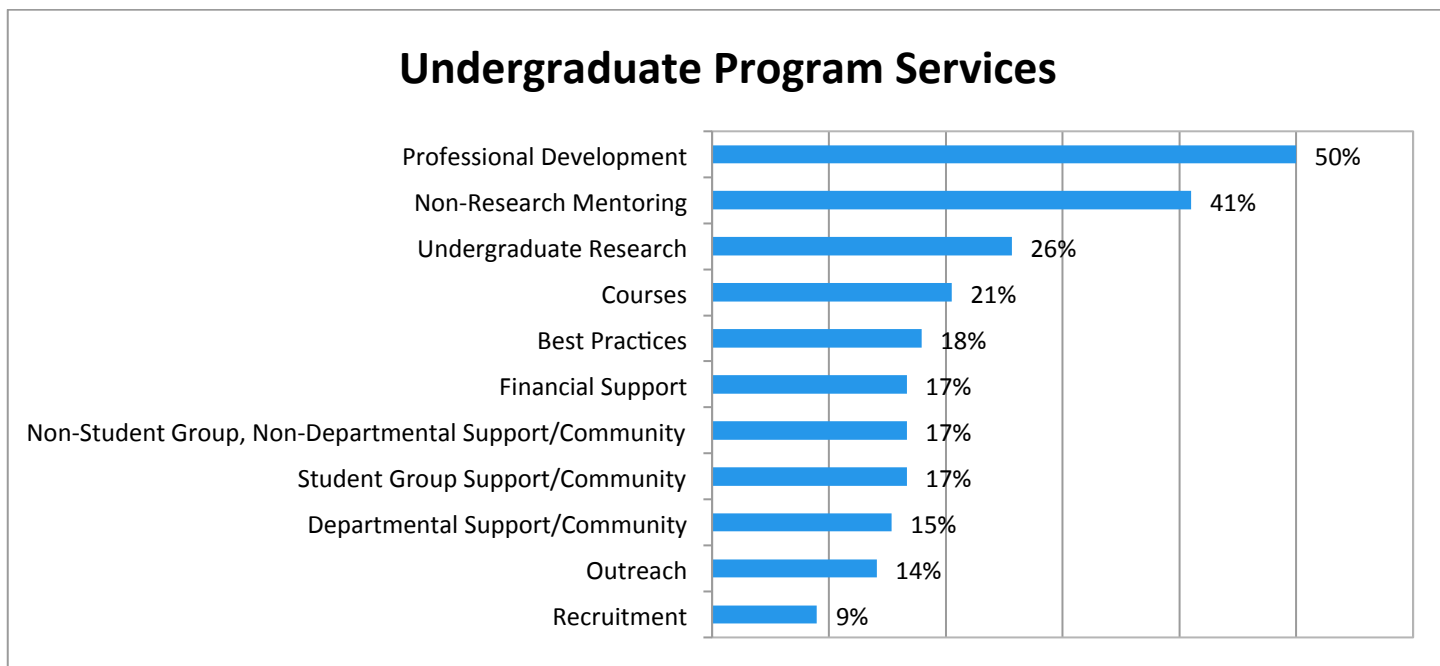
## K-12: Career in Education



## Undergraduate Programs

A total of 78 programs surveyed out of 118 identified as targeting the undergraduate constituency. Reading through the programs descriptions generated 11 categories: Professional Development, Non-Research Mentoring, Undergraduate Research, Courses, Best Practices, Financial Support, Non-Student Group, Non-

Departmental Support/Community, Student Group Support/Community, Departmental Support/Community, Outreach, and Recruitment. Each one of these categories is outlined below with a list of programs and data that shows the STEM subjects and underrepresented groups the programs collectively target. Programs could fall into multiple categories.



#### Professional Development

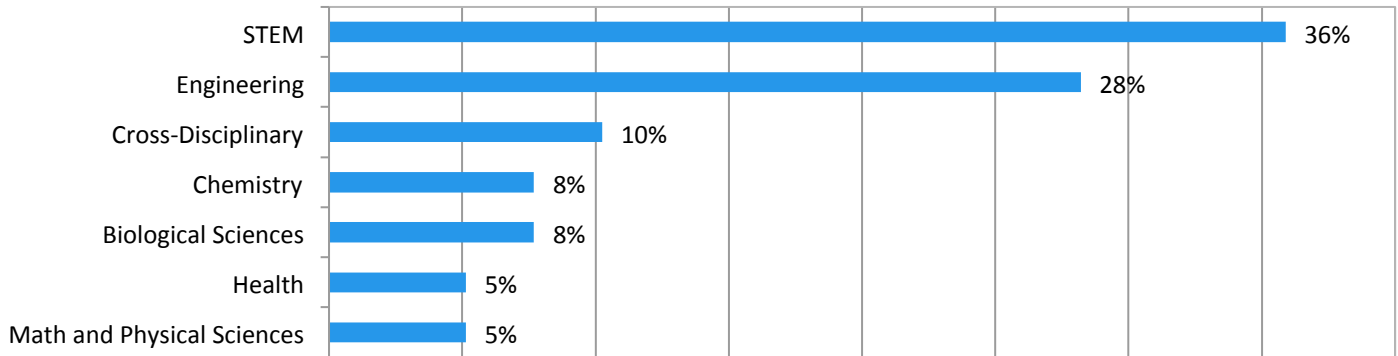
A total of 39 programs were identified that provided professional development, which includes career development, networking opportunities, and preparation for graduate school:

- Berkeley Science Network & Berkeley Science Connections
- MPS Diversity Office
- Berkeley Compass Project
- Haas Scholars Program
- Iota Sigma Pi - Hydrogen Chapter
- American Indian Science and Engineering Society
- NSF Summer Research Experience for Undergraduates (REU): Integrative Biology at UC Berkeley, from Molecules to Ecosystems
- EOP STEM Mentorship Program
- Miller Scholars Program
- N/A (Society of Women Engineers)

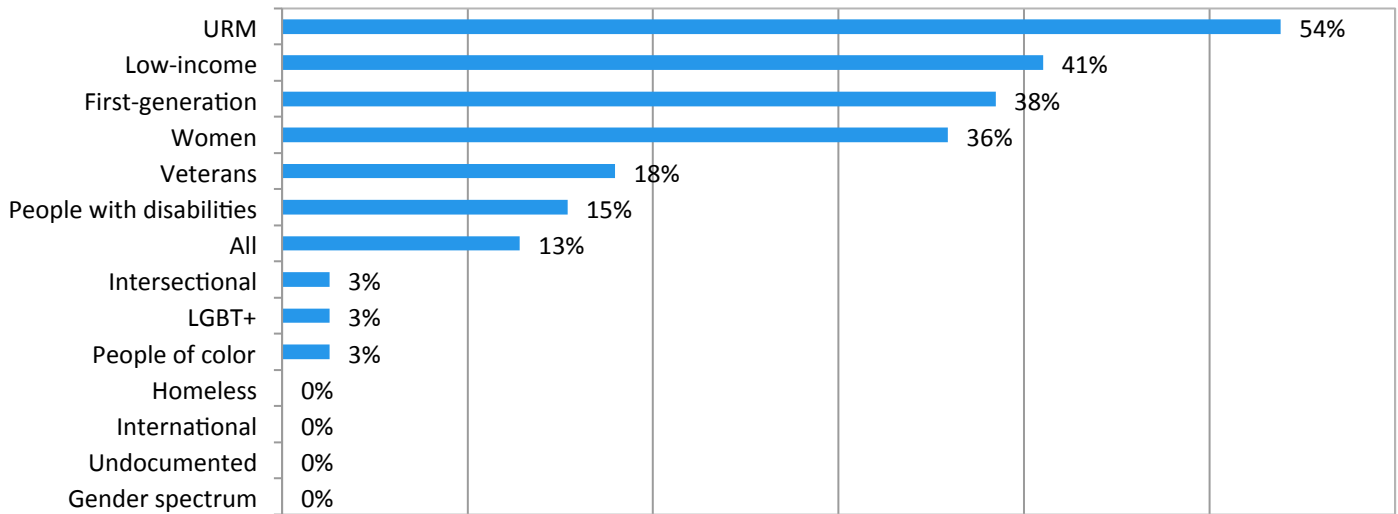


- Transfer Alliance Project - NIH Bridges to Baccalaureate program
- Opto-Camp
- Research Experience for Undergraduates (REU) Program
- oSTEM @ Berkeley
- CS Scholars Program
- Chemistry Scholars Program
- From Day One
- Center for Sustainable Polymers Summer Research Program
- Channels Program
- FEM Tech Talk, Make and Share
- Center for Energy Efficient Electronics Science Research Experiences for Undergraduates (E3S REU)
- Transfer- to- Excellence Program
- UC- Berkeley, Historically Black Colleges and Universities Research Experiences for Undergraduates Program
- E3S-Internship
- Cal-ADAR: Advancing Diversity in Aging Research
- PMB
- GiGS (Getting into Graduate School)
- Engineering Preview Day
- Bay Area GPS (Graduate Pathways to STEM)
- Undergraduates in Engineering, Mathematics & Applied Science Mentoring Program
- CEE Scholars
- Bergeron Scholars Program
- UC LEADS
- Hutto Patterson Fellows Program
- MCAT Prep Scholars Program
- NERDtopia diversity STEM research conference
- STEMInist
- Berkeley Edge
- Chican@s/Latin@s in Health Education

### Undergraduate Professional Development



### Undergraduate Professional Development



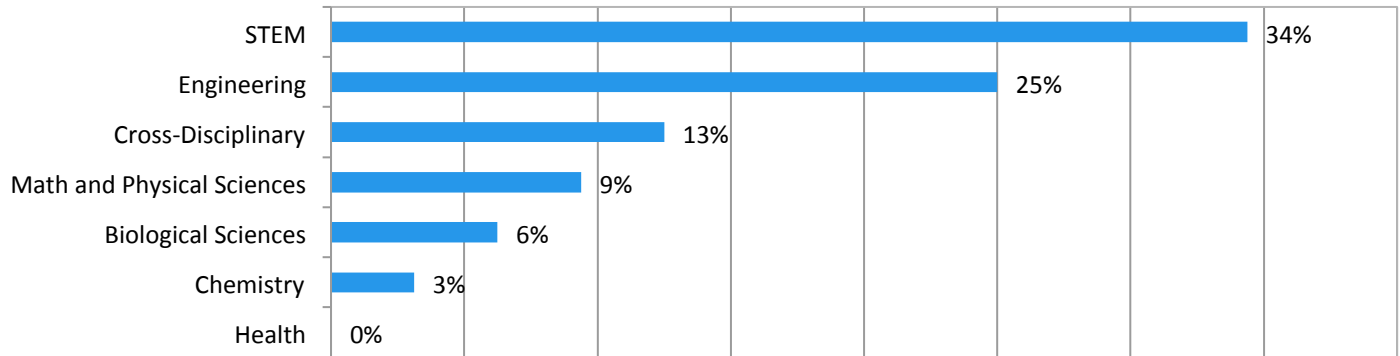
#### Non-Research Mentoring

A total of 32 programs have a mentoring component for success and skill development outside of, or in addition to, research:

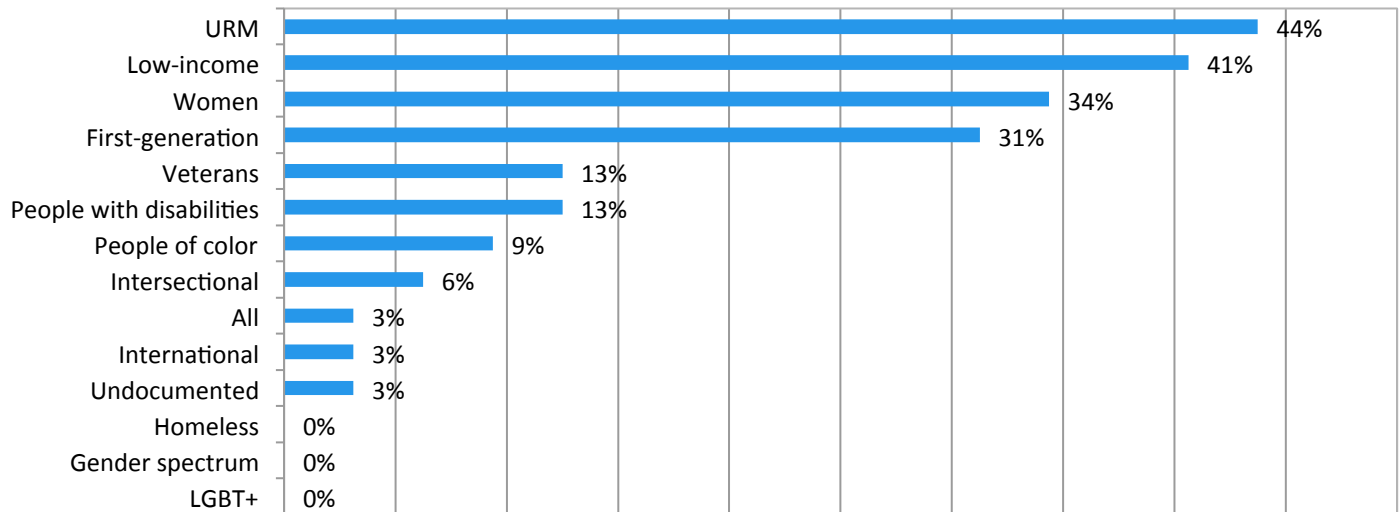
- Bridging Berkeley
- University-Community Links (UC Links)
- PDP Gateway Courses and Pre College
- LAGSES

- Berkeley Science Network & Berkeley Science Connections
- Berkeley Compass Project
- Haas Scholars Program
- Biology Scholars Program
- Iota Sigma Pi - Hydrogen Chapter
- Society of Women in the Physical Sciences
- Undocumented Student Program
- American Indian Science and Engineering Society
- NSF Summer Research Experience for Undergraduates (REU): Integrative Biology at UC Berkeley, from Molecules to Ecosystems
- EOP STEM Mentorship Program
- Miller Scholars Program
- N/A (Society of Women Engineers)
- Transfer Alliance Project - NIH Bridges to Baccalaureate program
- Research Experience for Undergraduates (REU) Program
- TRIO
- From Day One
- Latinx and Native American STEM Living Theme Program
- Channels Program
- FEM Tech Talk, Make and Share
- Center for Energy Efficient Electronics Science Research Experiences for Undergraduates (E3S REU)
- Transfer- to- Excellence Program
- UC- Berkeley, Historically Black Colleges and Universities Research Experiences for Undergraduates Program
- E3S-Internship
- GiGS (Getting into Graduate School)
- Undergraduates in Engineering, Mathematics & Applied Science Mentoring Program
- Bergeron Scholars Program
- UC LEADS
- Hutto Patterson Fellows Program

### Undergraduate Non-Research Mentoring



### Undergraduate Non-Research Mentoring



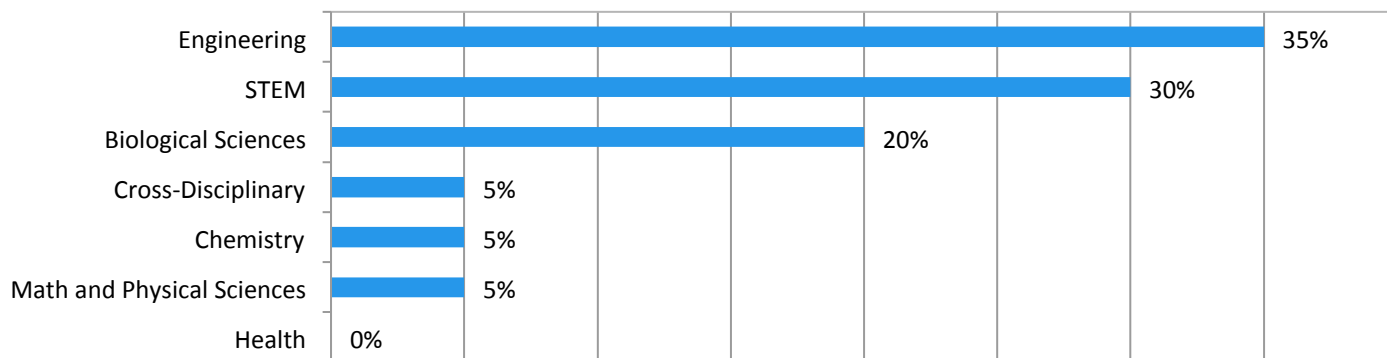
#### Undergraduate Research

A total of 20 programs offer an undergraduate research opportunity:

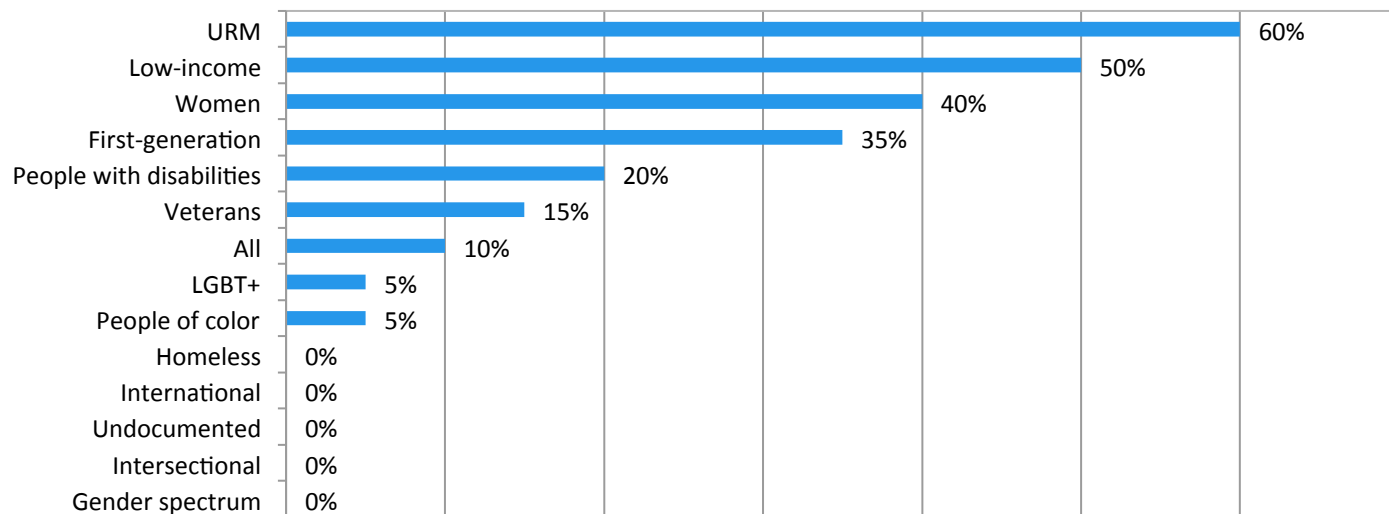
- Haas Scholars Program
- Identity and Gender Spectrum (IGenSpectrum)
- BERET +C
- McNair Scholars Program
- BioEngineering Guaranteed Research Opportunities program (BEGROW)

- NSF Summer Research Experience for Undergraduates (REU): Integrative Biology at UC Berkeley, from Molecules to Ecosystems
- Miller Scholars Program
- Transfer Alliance Project - NIH Bridges to Baccalaureate program
- Research Experience for Undergraduates (REU) Program
- PER-CNR
- Center for Sustainable Polymers Summer Research Program
- Channels Program
- Center for Energy Efficient Electronics Science Research Experiences for Undergraduates (E3S REU)
- Transfer- to- Excellence Program
- UC- Berkeley, Historically Black Colleges and Universities Research Experiences for Undergraduates Program
- E3S-Internship
- Cal-ADAR: Advancing Diversity in Aging Research
- Enhancing Diversity Biomedical Data Science
- UC LEADS
- Visiting Scholars Program

### Undergraduate: Undergraduate Research



## Undergraduate: Undergraduate Research

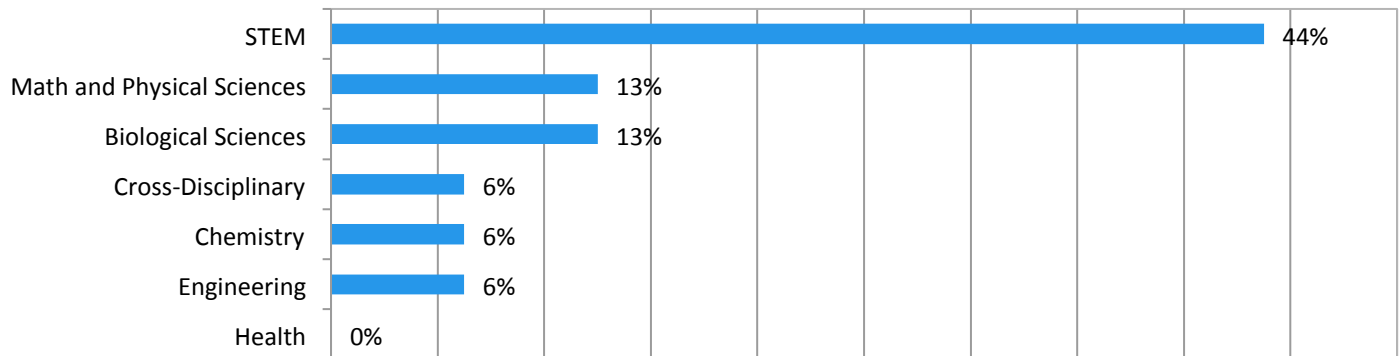


### Courses

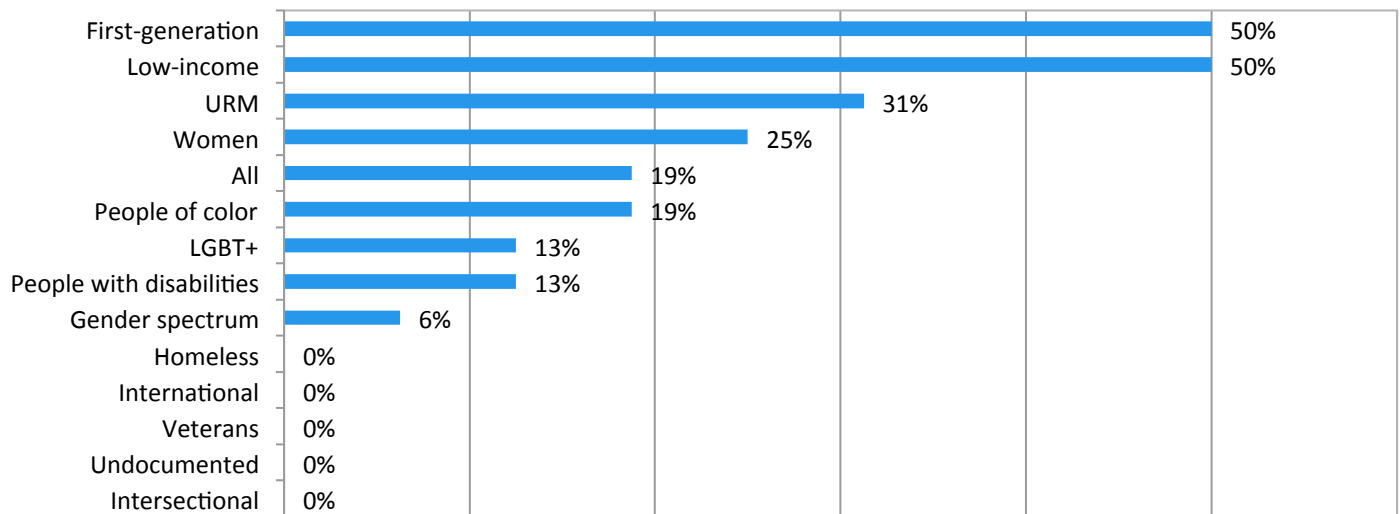
A total of 16 programs either offer courses, work on course development, or offer supplemental courses:

- Cal Teach
- University-Community Links (UC Links)
- PDP Gateway Courses and Pre College
- Berkeley Compass Project
- Biology Scholars Program
- Engineering Scholars as Engaged Scholars
- Pre-Engineering Program (PREP)
- Communicating Ocean Sciences (EPS and IB c100); Communicating Climate Science (Geog 147); Faculty Learning Program (Redefining the College Lecture)
- Chem1A Section 4
- Cal-ADAR: Advancing Diversity in Aging Research
- Undergraduates in Engineering, Mathematics & Applied Science Mentoring Program
- Hutto Patterson Fellows Program
- MCAT Prep Scholars Program
- Python Bootcamps
- STEMInist
- Optimizing STEM Student Success Class

### Undergraduate: Courses



### Undergraduate: Courses

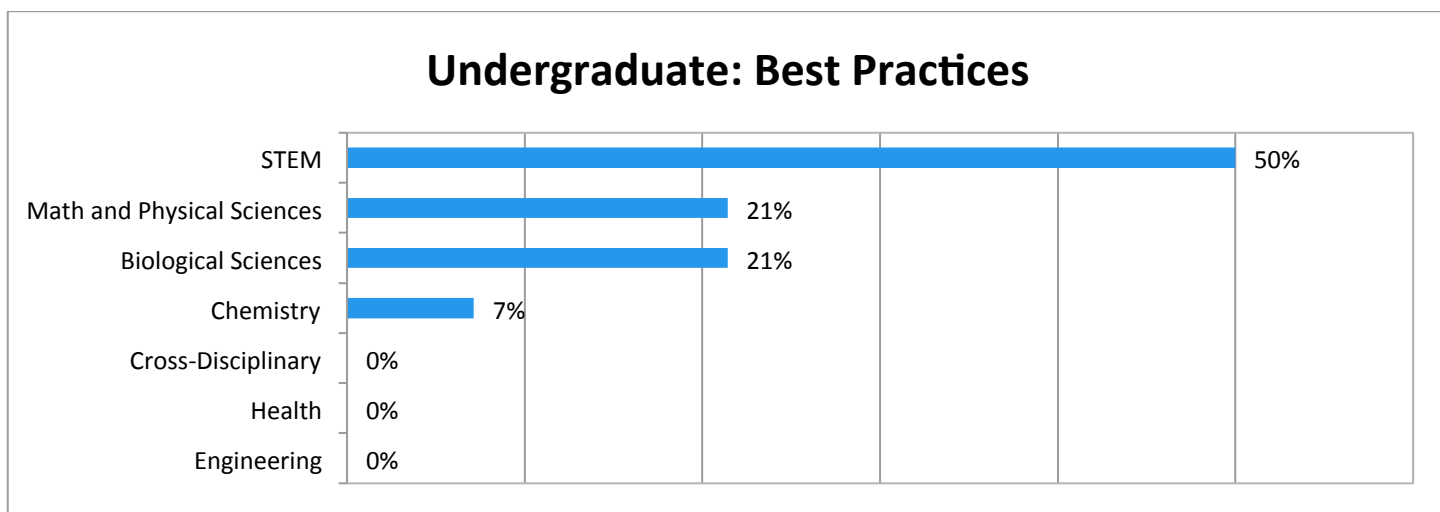


#### Best Practices

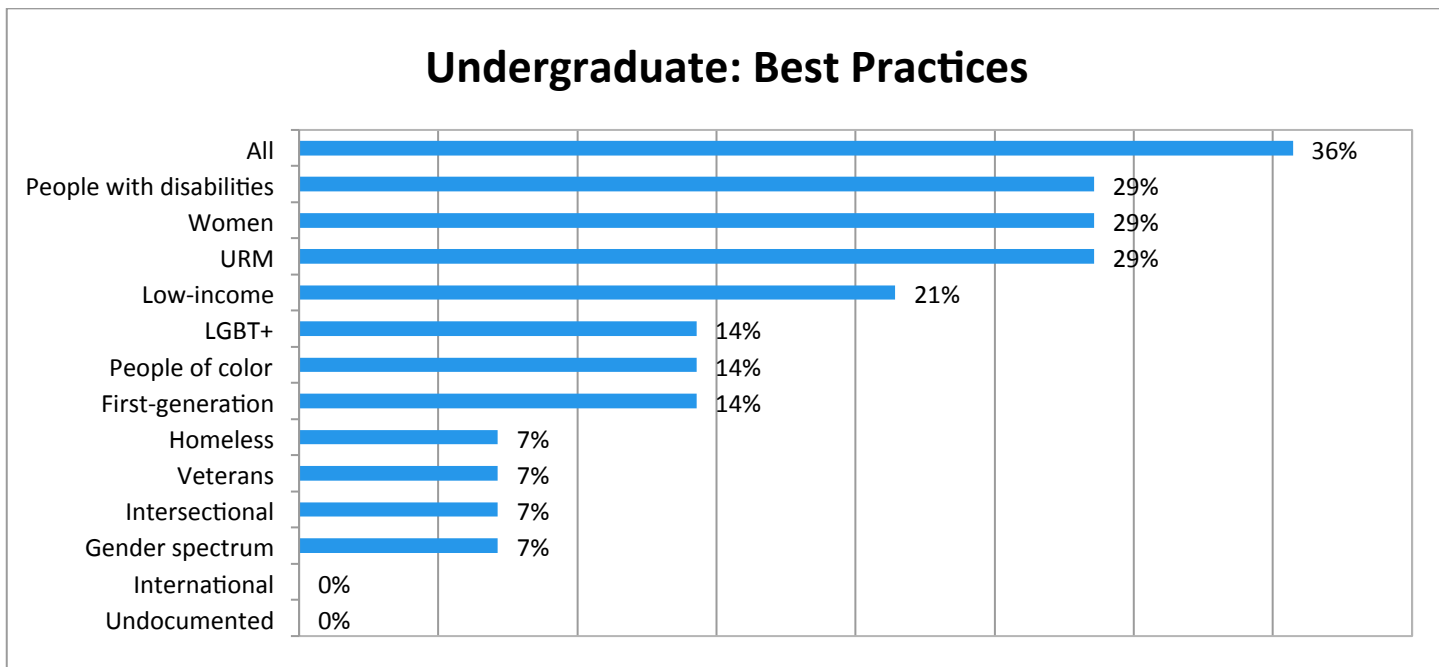
A total of 14 programs fell into the category of best practices, meaning guidance on how to build an inclusive and equitable climate or most useful practices in program implementation:

- Unconscious Bias Project at Berkeley
- Multiverse
- Coalition for Education and Outreach
- California Outdoor Engagement Coalition

- Coalition for Excellence and Diversity in Math, Science and Engineering
- MPS Diversity Office
- Berkeley Compass Project
- PMB Diversity Committee
- EID Innovation Award - IB/MCB Luncheon Series
- Chembio & QB3
- Communicating Ocean Sciences (EPS and IB c100); Communicating Climate Science (Geog 147); Faculty Learning Program (Redefining the College Lecture)
- PMB
- Student Diversity Committee
- Intercultural awareness & effectiveness





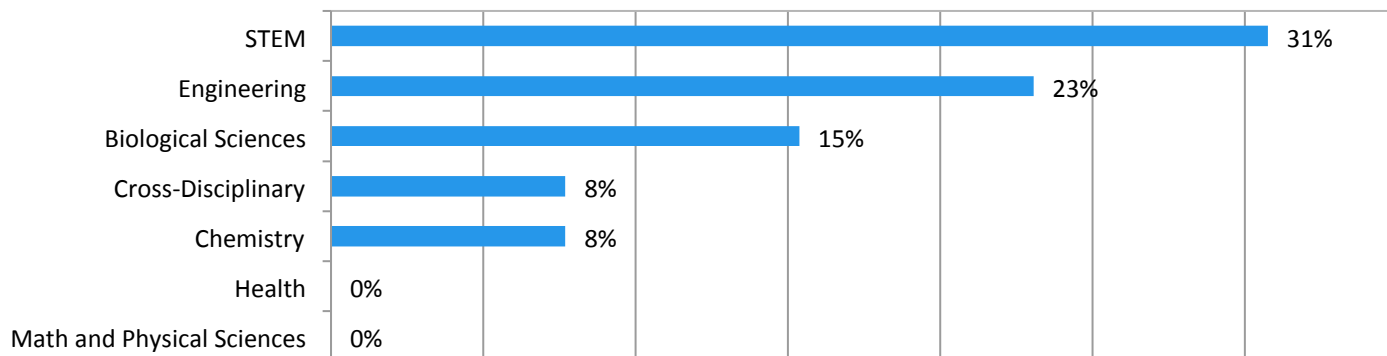


### Financial Support

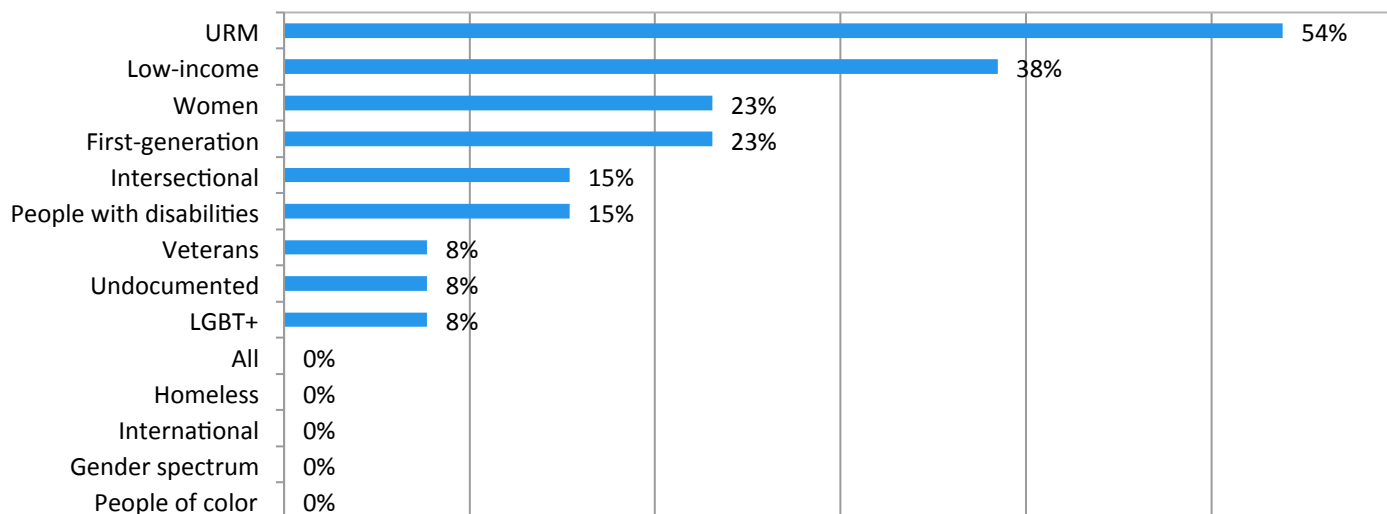
A total of 13 programs offer some sort of financial support, for example financial aid, grants, fellowships, and stipends:

- Haas Scholars Program
- BioEngineering Guaranteed Research Opportunities program (BEGROW)
- Undocumented Student Program
- Engineering Scholars as Engaged Scholars
- Miller Scholars Program
- Transfer Alliance Project - NIH Bridges to Baccalaureate program
- Center for Sustainable Polymers Summer Research Program
- UC- Berkeley, Historically Black Colleges and Universities Research Experiences for Undergraduates Program
- E3S-Internship
- Cal-ADAR: Advancing Diversity in Aging Research
- Bergeron Scholars Program
- UC LEADS
- Berkeley Science Network-Leadership Program

### Undergraduate: Financial Support



### Undergraduate: Financial Support



#### Support/Community

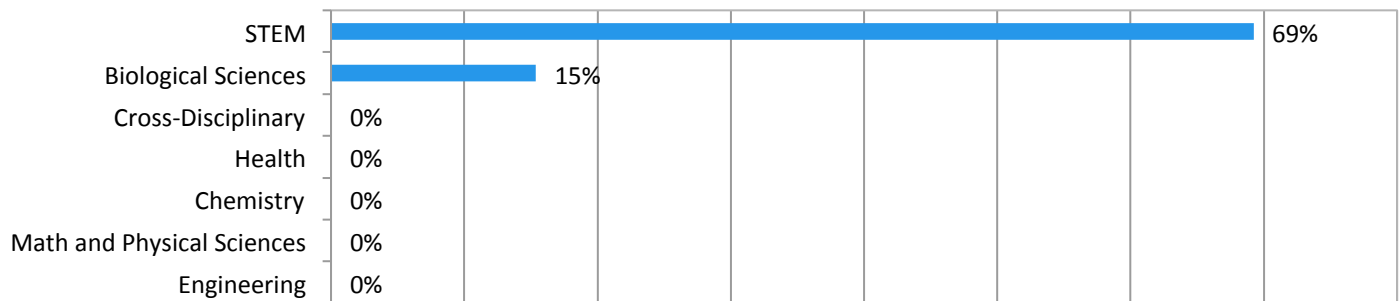
For the next three categories, programs that lent support and/or community fell into one of three areas: Student Group, Departmental, or Non-Student Group, Non-Departmental. Each category is broken down below and collectively 38 programs lent support/community.

#### Non-Student Group, Non-Departmental Support/Community

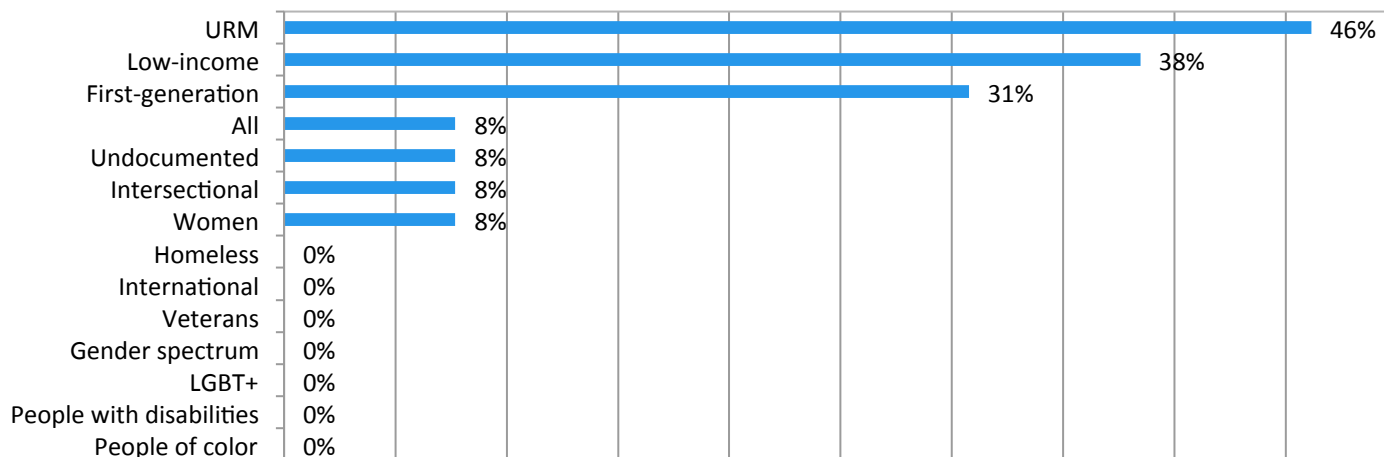
A total of 13 programs offer support and/or community that are not student led, nor a part of a department:

- Haas Scholars Program
- UROC - Underrepresented Researchers of Color
- Biology Scholars Program
- Undocumented Student Program
- EOP STEM Mentorship Program
- Miller Scholars Program
- Transfer Alliance Project - NIH Bridges to Baccalaureate program
- TRIO
- From Day One
- Latinx and Native American STEM Living Theme Program
- NSF CAMP
- Hutto Patterson Fellows Program
- Optimizing STEM Student Success Class

### Undergraduate: Non-Student Group, Non-Departmental Support/Community



## Undergraduate: Non-Student Group, Non-Departmental Support/Community

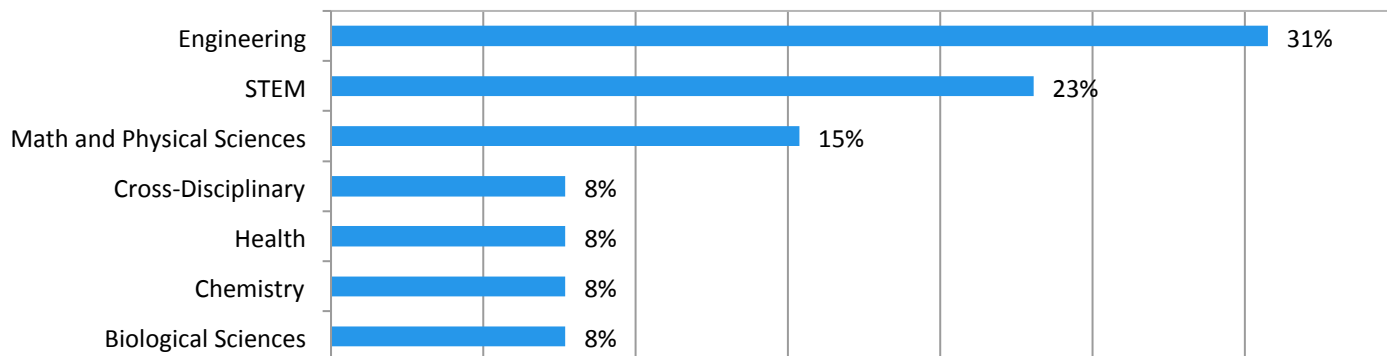


### Student Group Support/Community

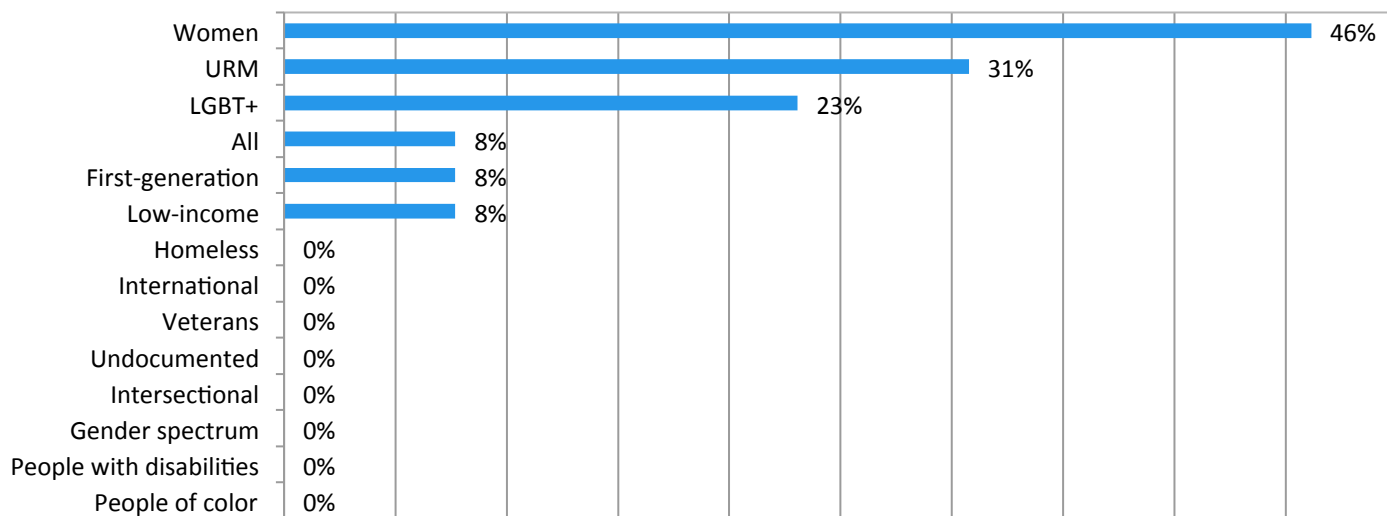
A total of 13 programs offer support and/or community that are a student group:

- Identity and Gender Spectrum (IGenSpectrum)
- SWE Overnight Host Program
- LAGSES
- Berkeley Compass Project
- Iota Sigma Pi - Hydrogen Chapter
- Society of Women in the Physical Sciences
- American Indian Science and Engineering Society
- N/A (Society of Women Engineers)
- PMB Diversity Committee
- oSTEM @ Berkeley
- FEM Tech Talk, Make and Share
- Student Diversity Committee
- Chican@s/Latin@s in Health Education

### Undergraduate: Student Group Support/Community



### Undergraduate: Student Group Support/Community



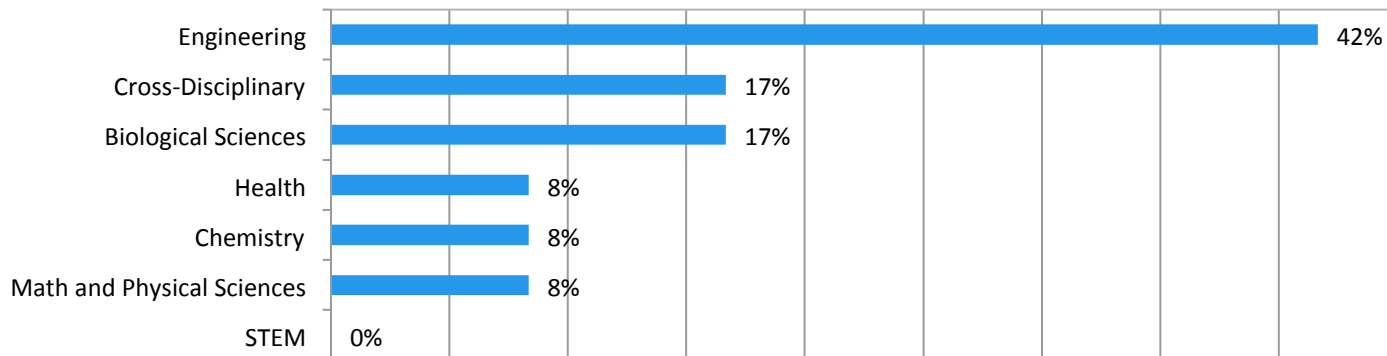
#### Departmental Support/Community

A total of 12 programs offer support and/or community that are affiliated or a part of a department on campus:

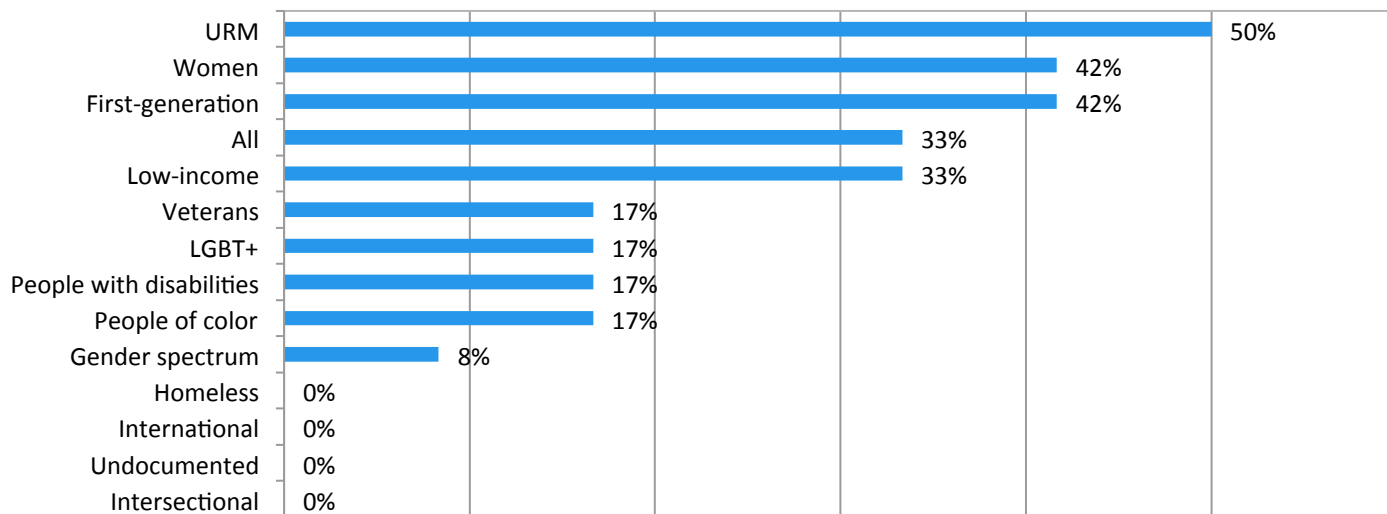
- Berkeley Science Network & Berkeley Science Connections
- MPS Diversity Office
- BioEngineering Guaranteed Research Opportunities program (BEGROW)
- Pre-Engineering Program (PREP)

- T-PREP (Transfer Pre-Engineering Program)
- EID Innovation Award - IB/MCB Luncheon Series
- Opto-Camp
- CS Scholars Program
- Chemistry Scholars Program
- Channels Program
- PMB
- CEE Scholars

### Undergraduate: Departmental Support/Community



### Undergraduate: Departmental Support/Community

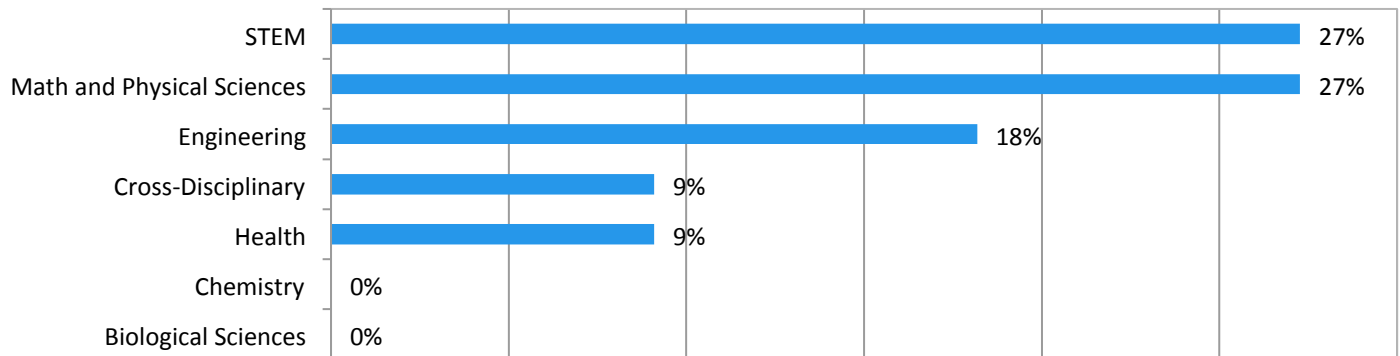


#### Outreach

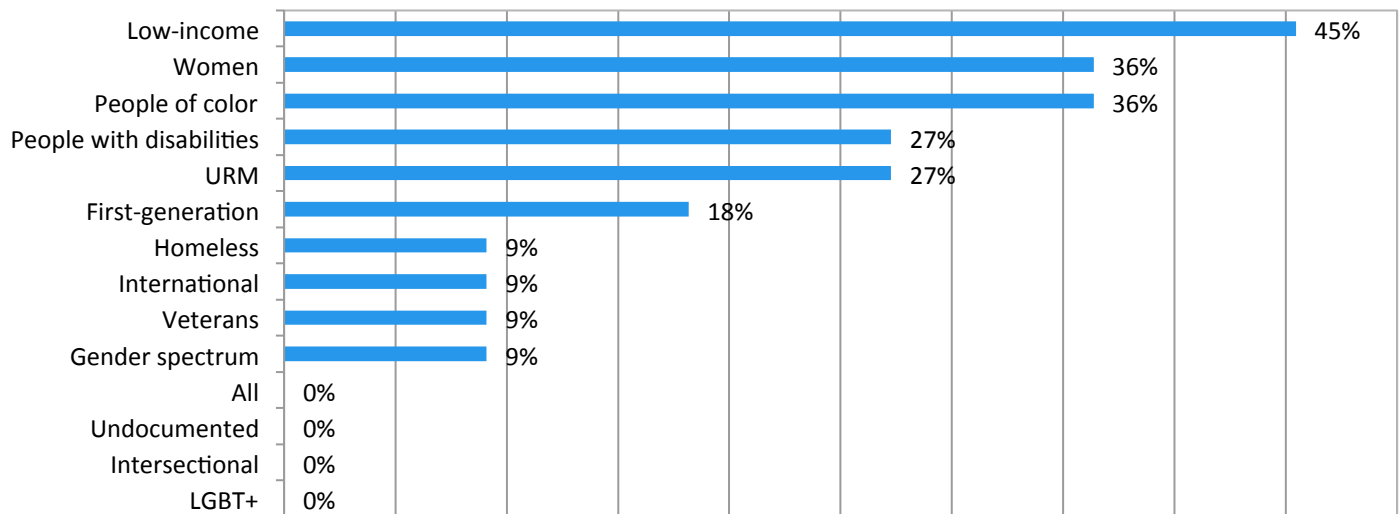
A total of 11 programs were identified that conducted any form of outreach, primarily to the K-12 community:

- BERET +C
- Cal Teach
- Multiverse
- Berkeley Science & Math Initiative
- California Outdoor Engagement Coalition
- Bridging Berkeley
- University-Community Links (UC Links)
- PDP Gateway Courses and Pre College
- Society of Women in the Physical Sciences
- N/A (Society of Women Engineers)
- Chican@s/Latin@s in Health Education

### Undergraduate: Outreach



### Undergraduate: Outreach



#### Recruitment

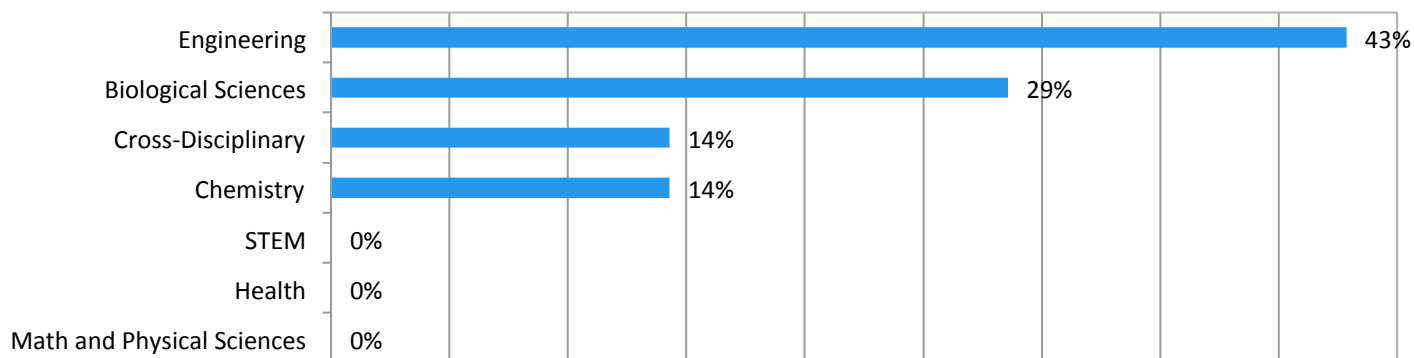
A total of 7 programs had some form of recruitment to UC Berkeley at many levels, for example undergraduate or graduate recruitment:

- SWE Overnight Host Program
- Transfer Alliance Project - NIH Bridges to Baccalaureate program
- Chembio & QB3
- PMB

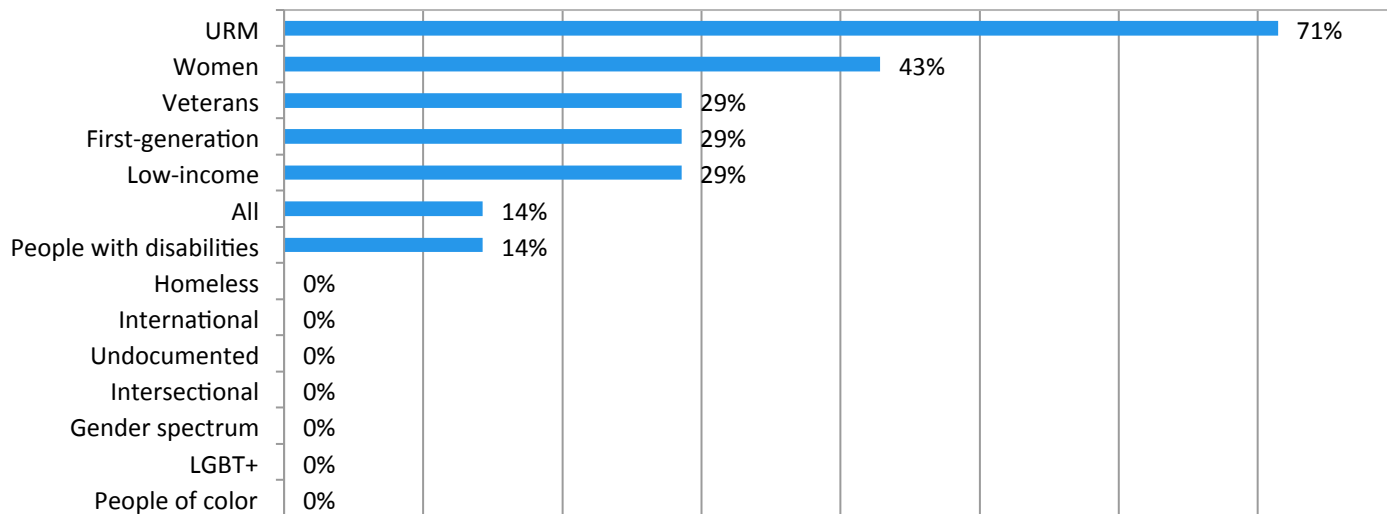


- Engineering Preview Day
- Bay Area GPS (Graduate Pathways to STEM)
- Berkeley Edge

### Undergraduate: Recruitment



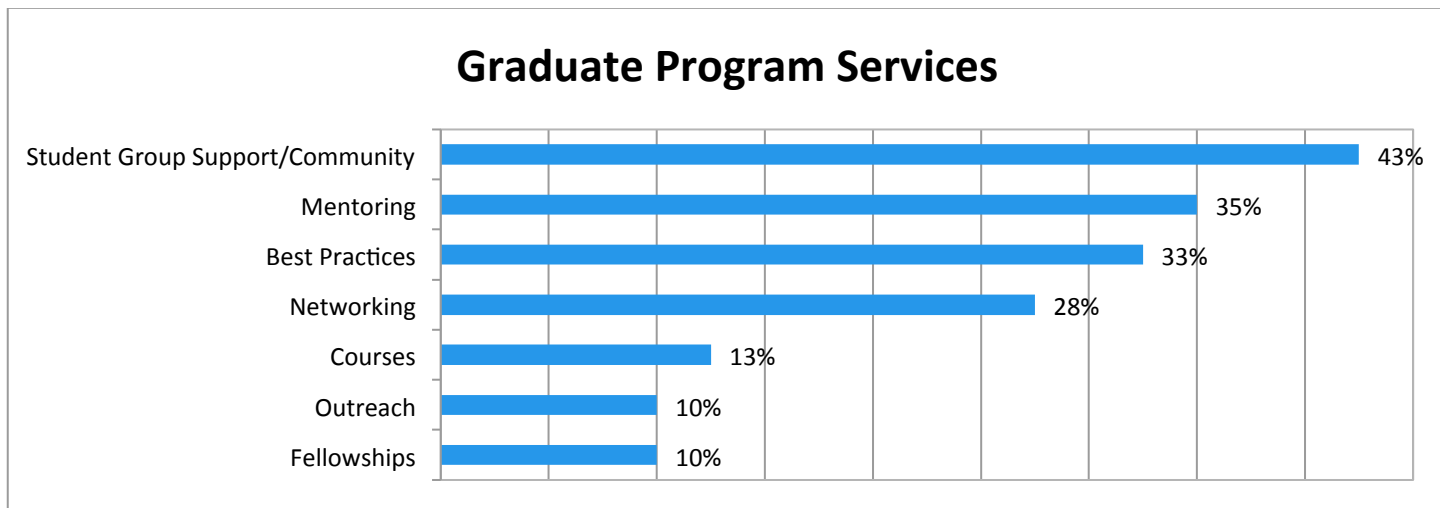
### Undergraduate: Recruitment



### Graduate Programs

A total of 40 programs surveyed out of 118 identified as targeting the graduate constituency. Reading through the programs descriptions generated 7 categories: Student Group Support/Community, Mentoring, Best Practices, Networking, Courses, Outreach, and Fellowships. Each one of these categories is outlined below

with a list of programs and data that shows the STEM subjects and underrepresented groups the programs collectively target. Programs could fall into multiple categories.

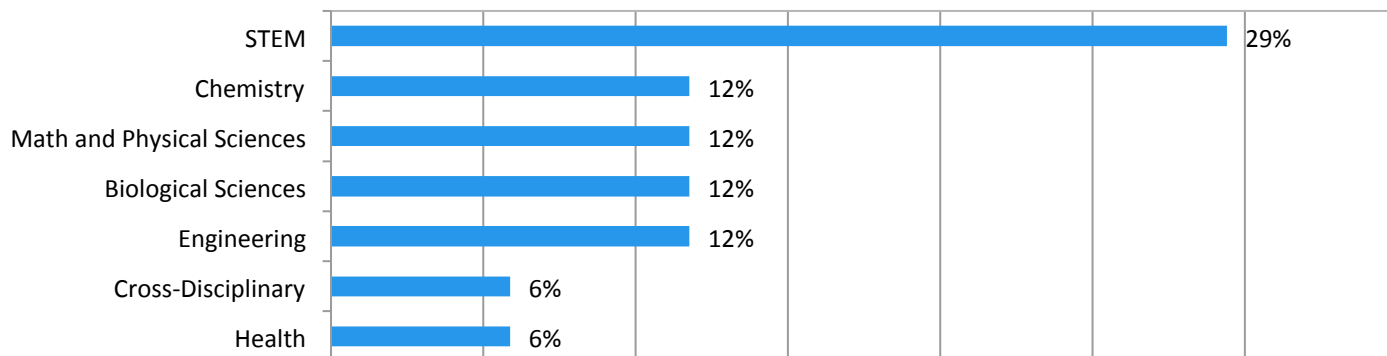


#### Student Group Support/Community

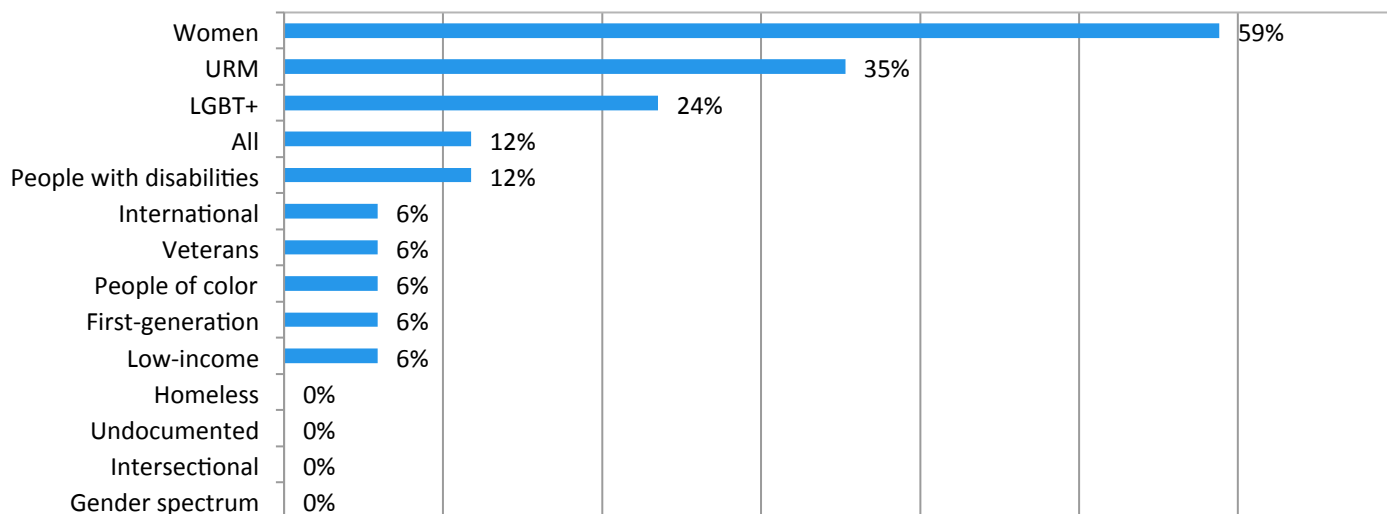
A total of 17 programs offer support and/or community that are a student group:

- Identity and Gender Spectrum (IGenSpectrum)
- LAGSES
- Iota Sigma Pi - Hydrogen Chapter
- Society of Women in the Physical Sciences
- American Indian Science and Engineering Society
- PMB Diversity Committee
- oSTEM @ Berkeley
- Student Diversity Committee
- Restorative Circle Practice
- Respect is Part of Research
- Women in Chemistry Initiative (WICI)
- Graduate Women of Engineering
- Graduate Diversity Council
- Summer Seminar
- The Noetherian Ring
- OPEN (Opportunity for Postdoc Equity Networking)
- NSF Bridge to the Doctorate (B2D)

### Graduate: Student Group Support/Community



### Graduate: Student Group Support/Community

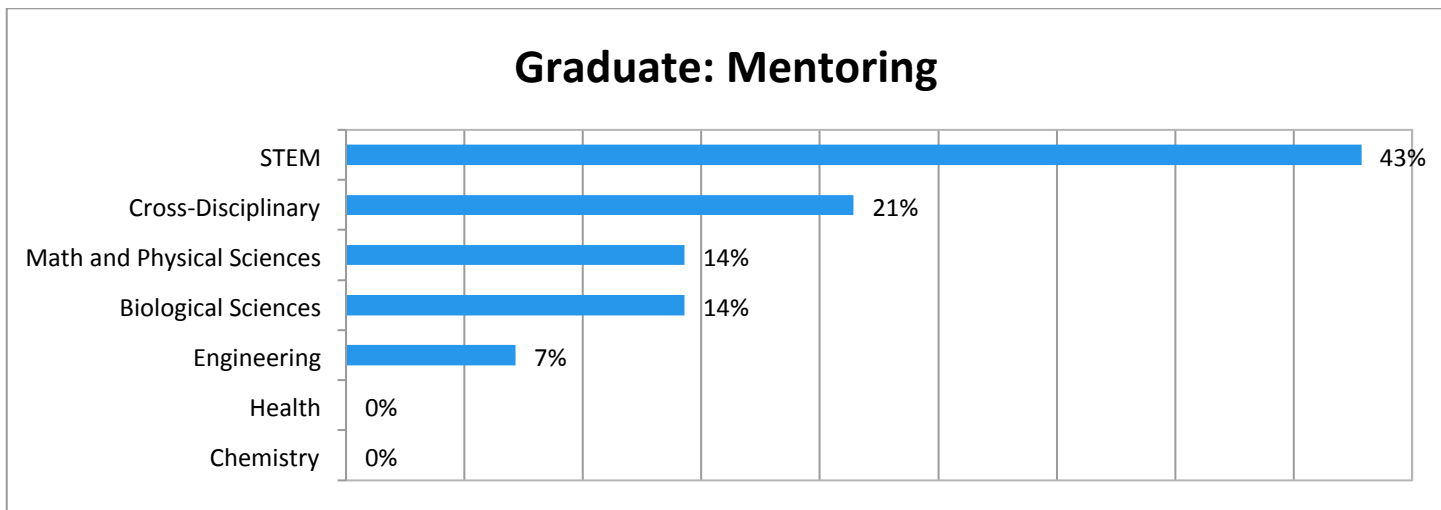


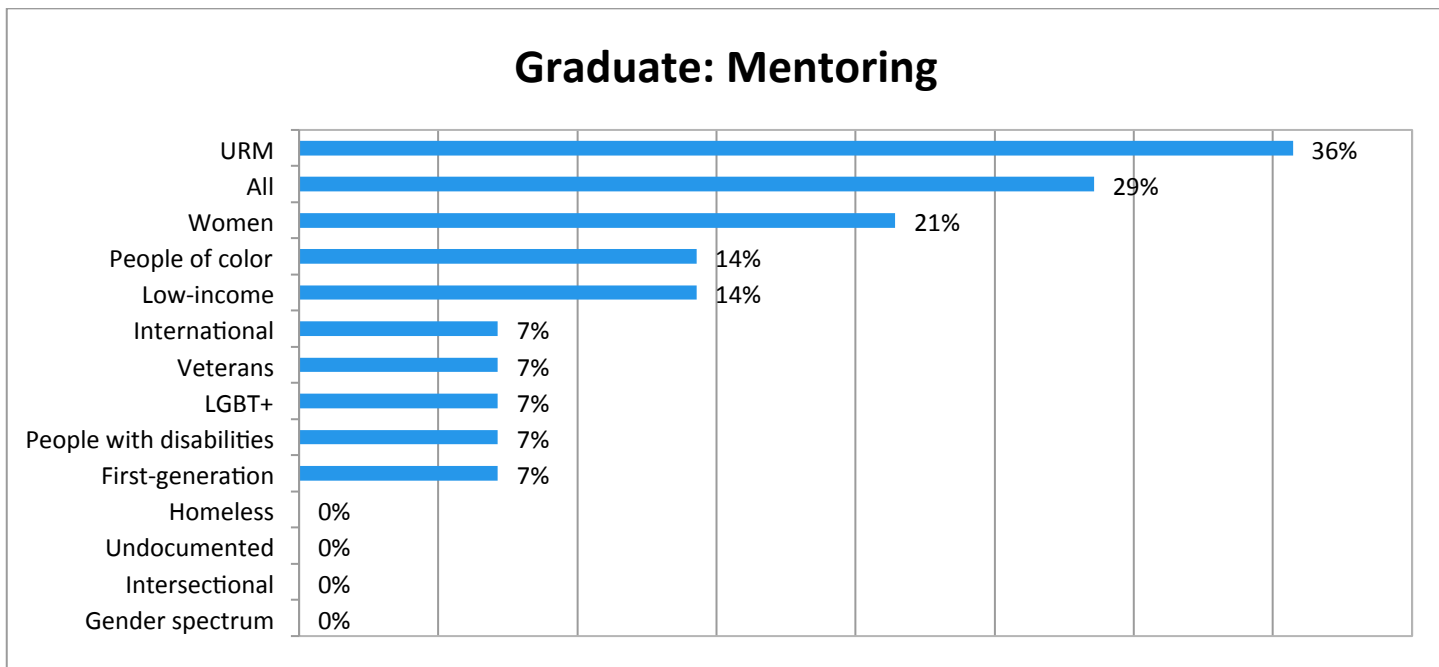
#### Mentoring

A total of 14 programs had a mentoring component, either the student as a mentor or the student receiving mentoring or both:

- Identity and Gender Spectrum (IGenSpectrum)
- Bridging Berkeley
- Berkeley Science Network & Berkeley Science Connections
- Society of Women in the Physical Sciences

- American Indian Science and Engineering Society
- From Day One
- Channels Program
- GiGS (Getting into Graduate School)
- NanoBears
- President’s Postdoctoral Fellowship Program (PPFP)
- Berkeley Chancellor’s Postdoctoral Fellowship
- not yet named (Training Program)
- Graduate Diversity Council
- NSF Bridge to the Doctorate (B2D)



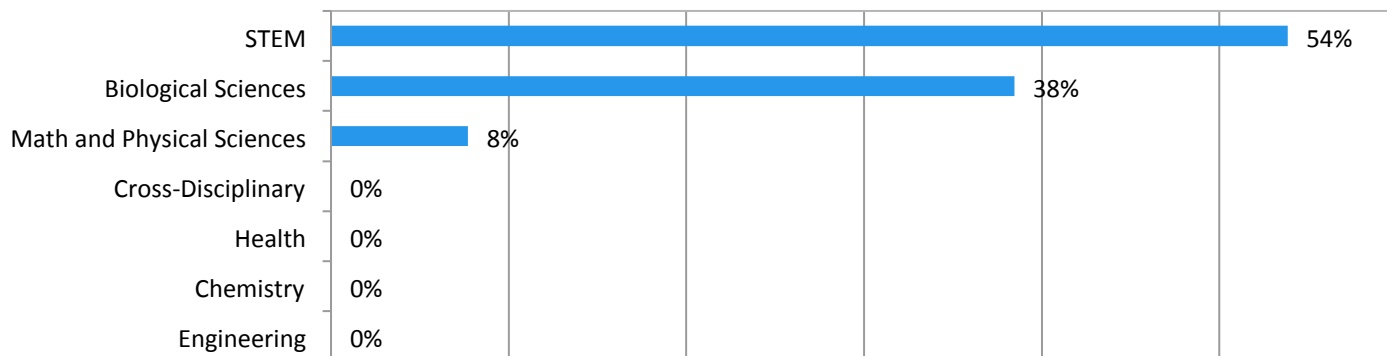


#### Best Practices

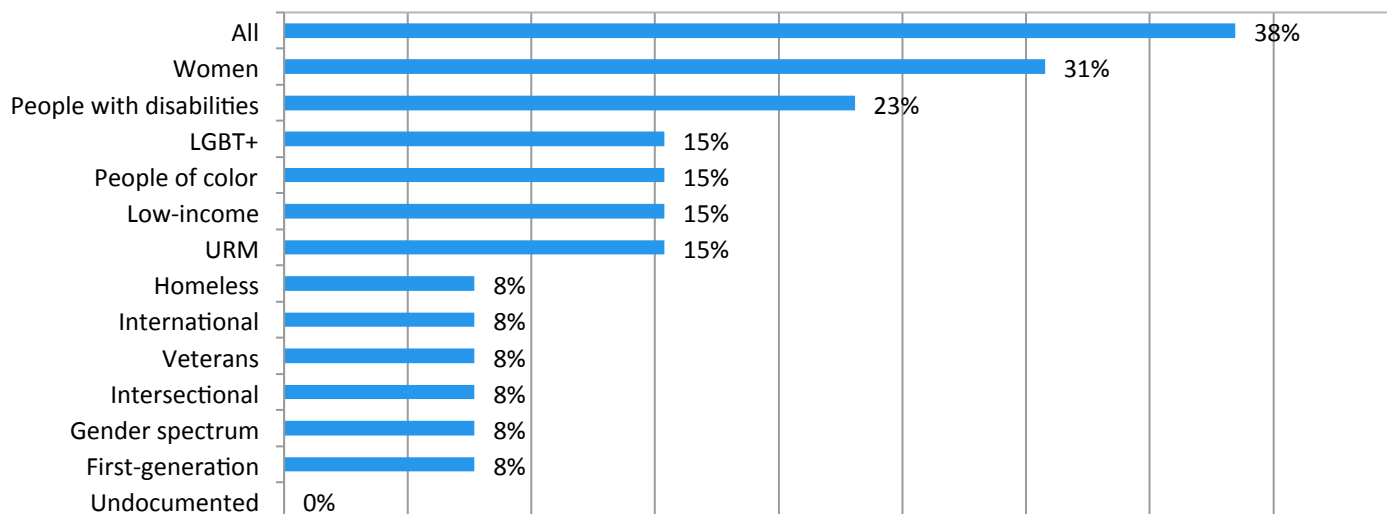
A total of 13 programs fell into the category of best practices, meaning guidance on how to build an inclusive and equitable climate or most useful practices in program implementation:

- Unconscious Bias Project at Berkeley
- Coalition for Education and Outreach
- California Outdoor Engagement Coalition
- Coalition for Excellence and Diversity in Math, Science and Engineering
- MPS Diversity Office
- PMB Diversity Committee
- EID Innovation Award - IB/MCB Luncheon Series
- PMB
- Student Diversity Committee
- Intercultural awareness & effectiveness
- Respect is Part of Research
- not yet named (Training Program)
- Graduate Diversity Council

### Graduate: Best Practices



### Graduate: Best Practices



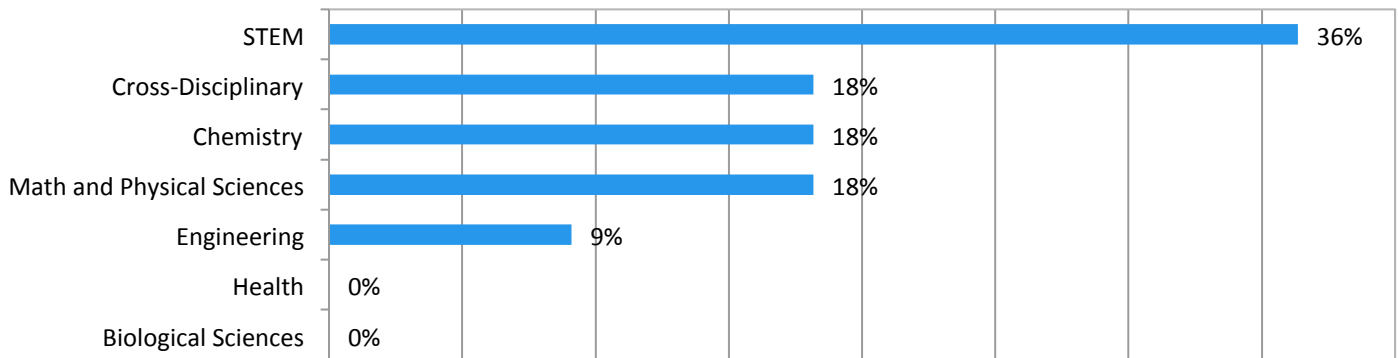
#### Networking

A total of 11 programs mentioned some form of networking opportunities as a part of their efforts:

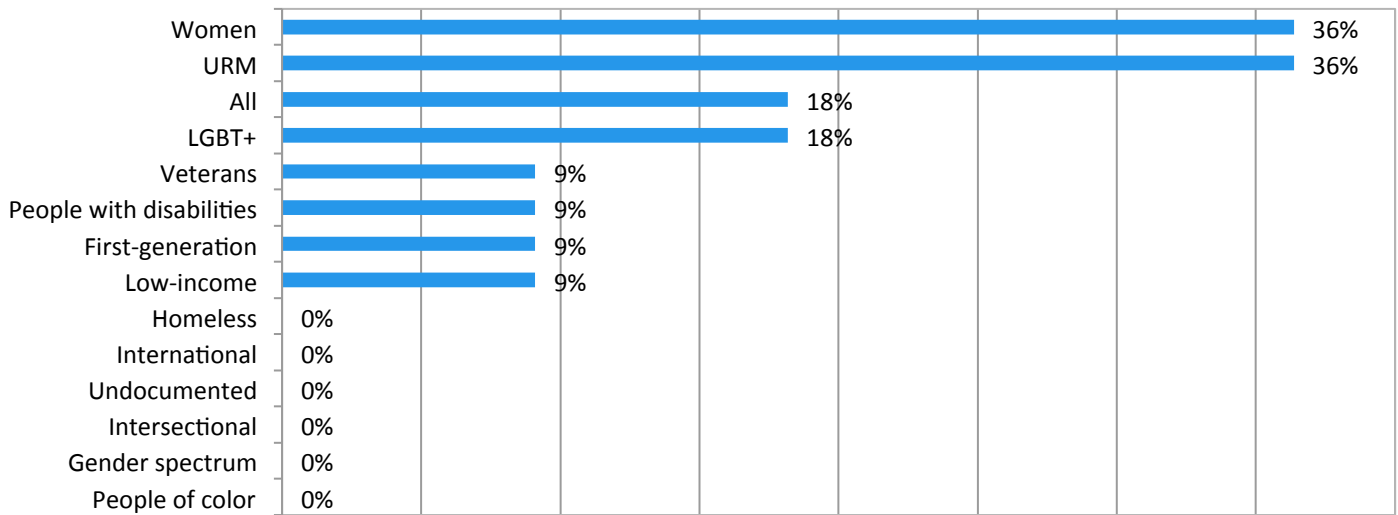
- Identity and Gender Spectrum (IGenSpectrum)
- Coalition for Education and Outreach
- LAGSES
- Berkeley Science Network & Berkeley Science Connections
- Iota Sigma Pi - Hydrogen Chapter

- oSTEM @ Berkeley
- From Day One
- NERDtopia diversity STEM research conference
- Women in Chemistry Initiative (WICI)
- The Noetherian Ring
- California Alliance

## Graduate: Networking



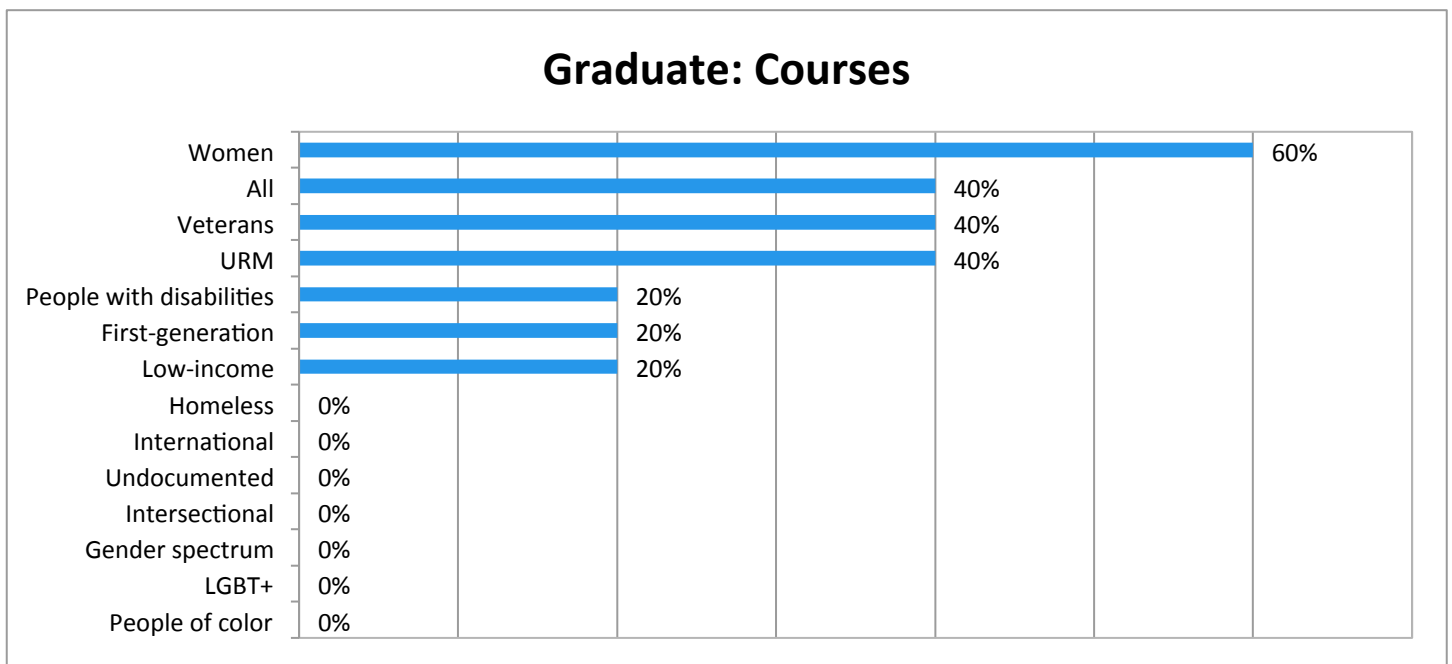
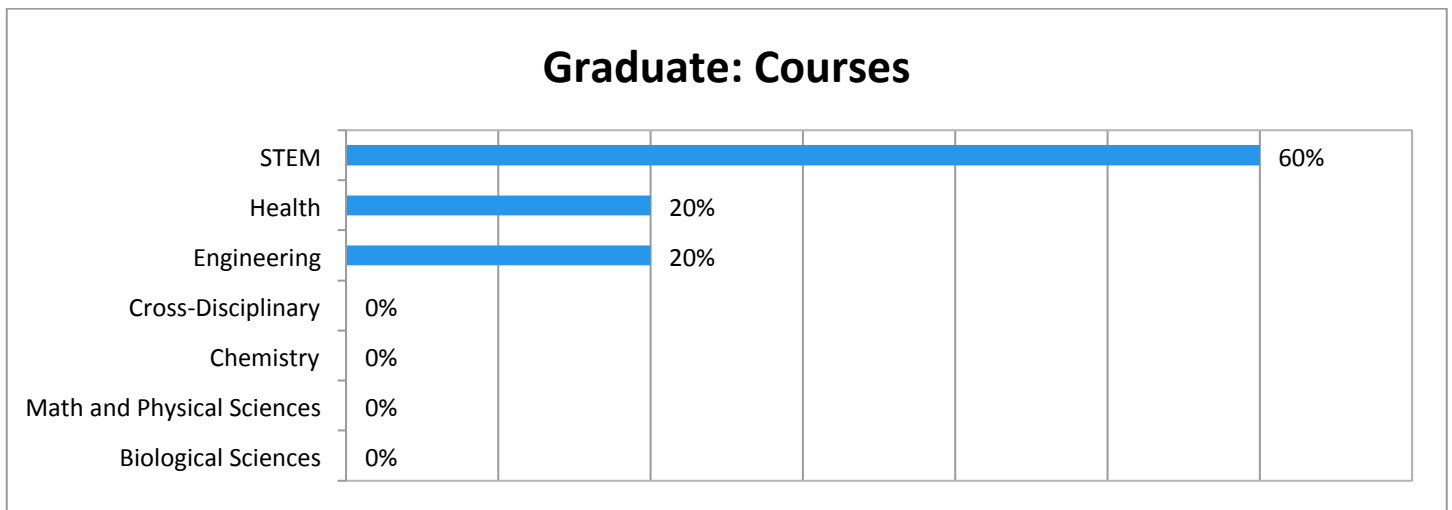
## Graduate: Networking



### Courses

A total of 5 programs either offer courses or supplemental courses:

- Python Bootcamps
- STEMInist
- Optimizing STEM Student Success Class
- Summer Seminar
- Master of Engineering

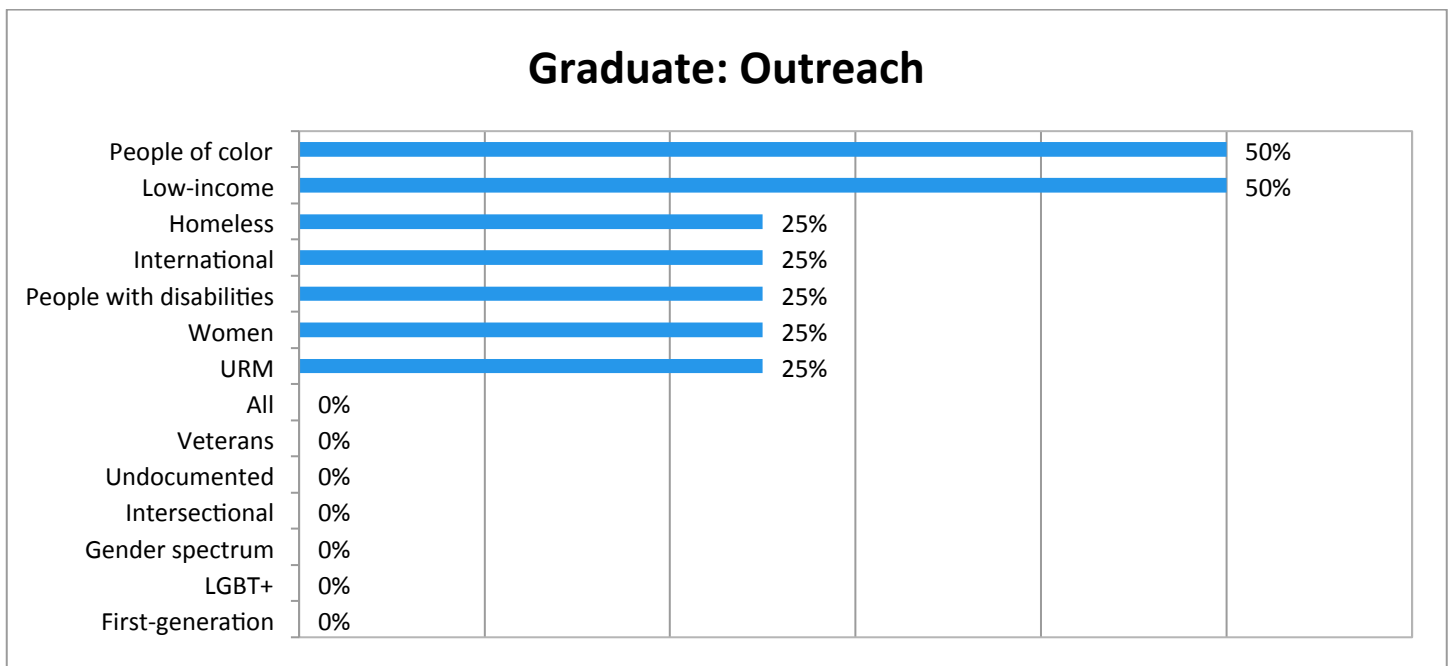
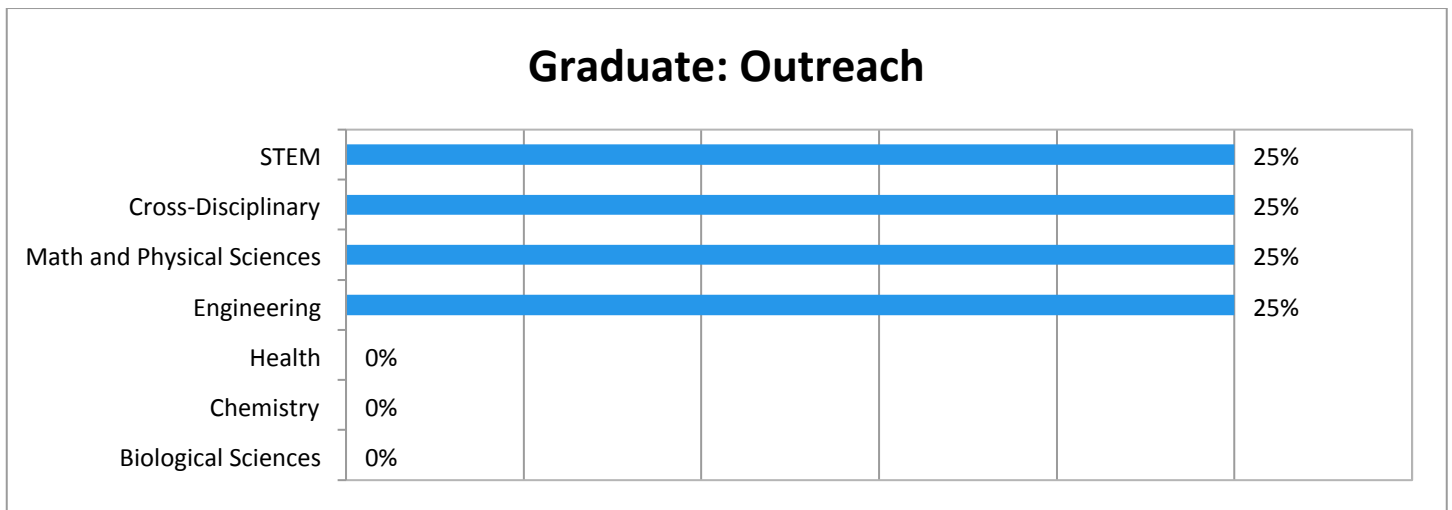




### Outreach

A total of 4 programs were identified that conducted any form of outreach, primarily to the K-12 community:

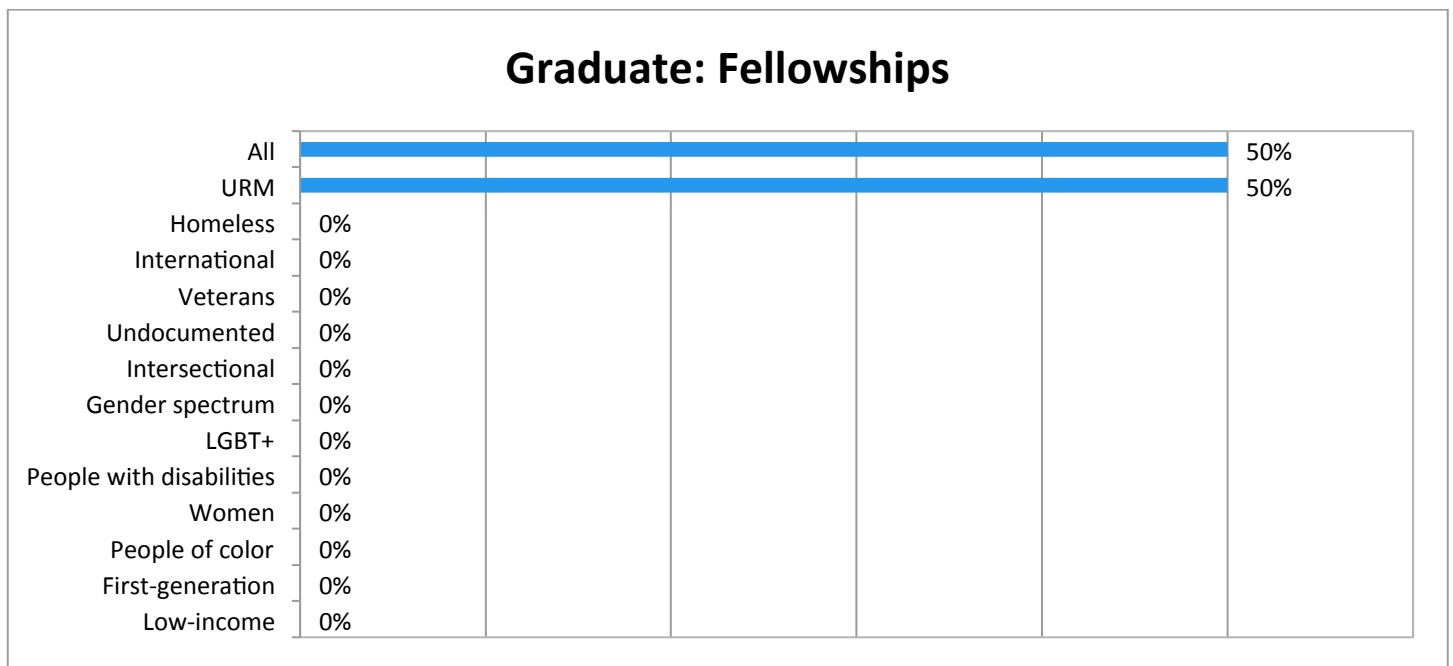
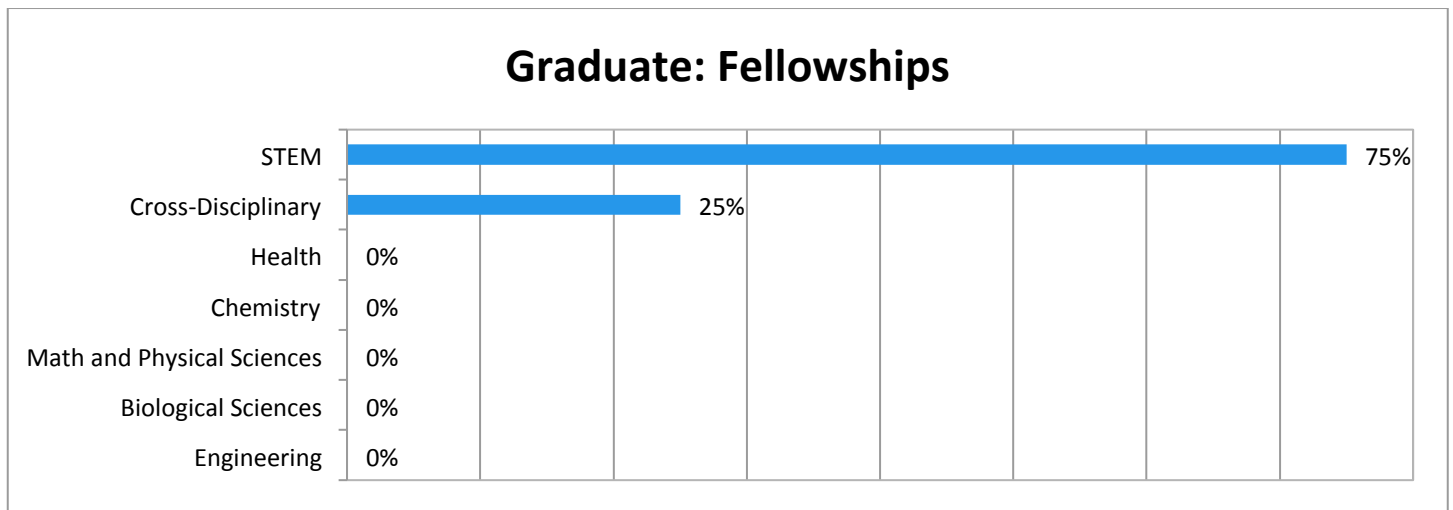
- California Outdoor Engagement Coalition
- Bridging Berkeley
- Society of Women in the Physical Sciences
- NanoBears



### Fellowships

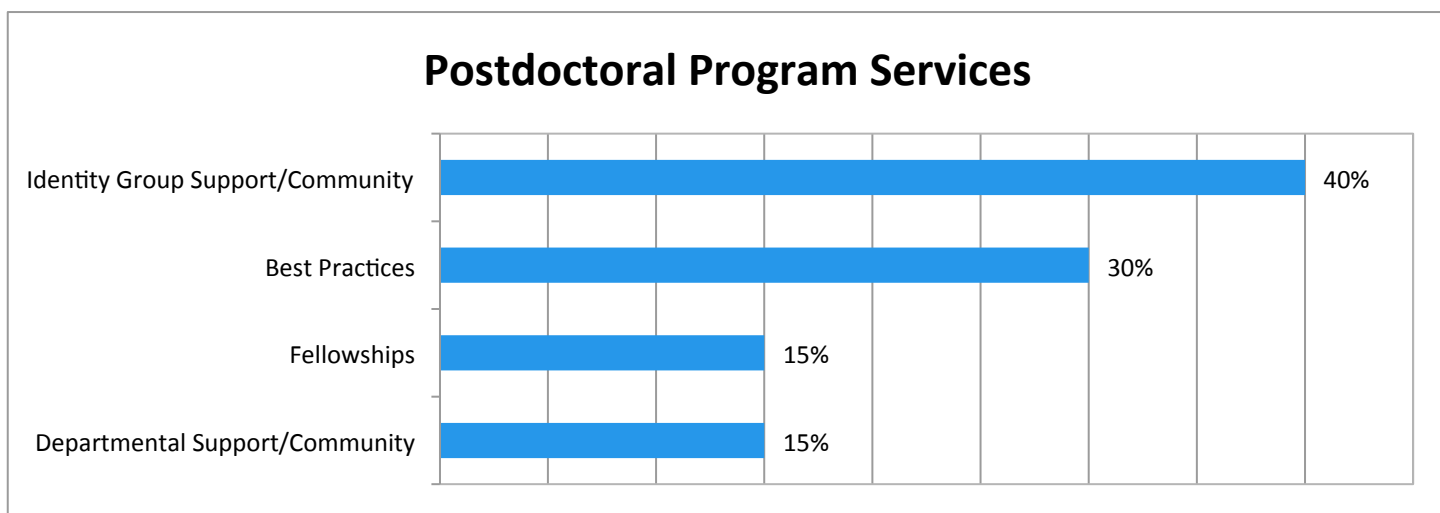
A total of 4 programs offered fellowships:

- President’s Postdoctoral Fellowship Program (PPFP)
- Berkeley Chancellor’s Postdoctoral Fellowship
- NSF Bridge to the Doctorate (B2D)
- California Alliance



## Postdoctoral Programs

A total of 20 programs surveyed out of 118 identified as targeting the postdoctoral constituency. Reading through the programs descriptions generated 4 categories: Identity Group Support/Community, Best Practices, Fellowships, and Departmental Support/Community. Each one of these categories is outlined below with a list of programs and data that shows the STEM subjects and underrepresented groups the programs collectively target. Programs fall into only one category of best fit.

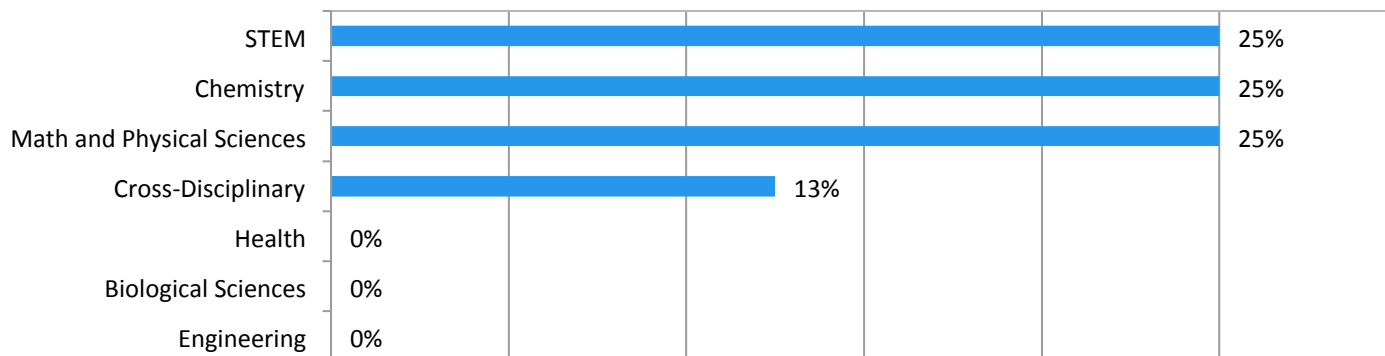


### Identity Group Support/Community

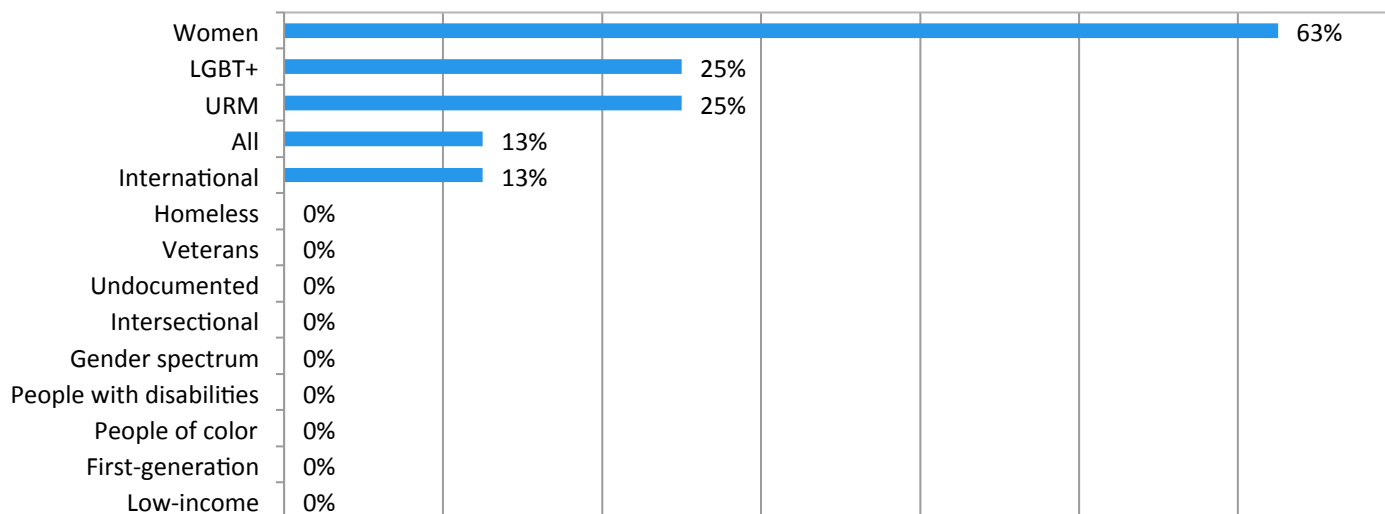
A total of 8 programs offer support and/or community based on identity or identities, these also overlap with student groups for undergraduate and graduate students:

- Identity and Gender Spectrum (IGenSpectrum)
- Iota Sigma Pi - Hydrogen Chapter
- Society of Women in the Physical Sciences
- From Day One
- Student Diversity Committee
- Women in Chemistry Initiative (WICI)
- The Noetherian Ring
- OPEN (Opportunity for Postdoc Equity Networking)

### Postdoctoral: Identity Group Support/Community



### Postdoctoral: Identity Group Support/Community

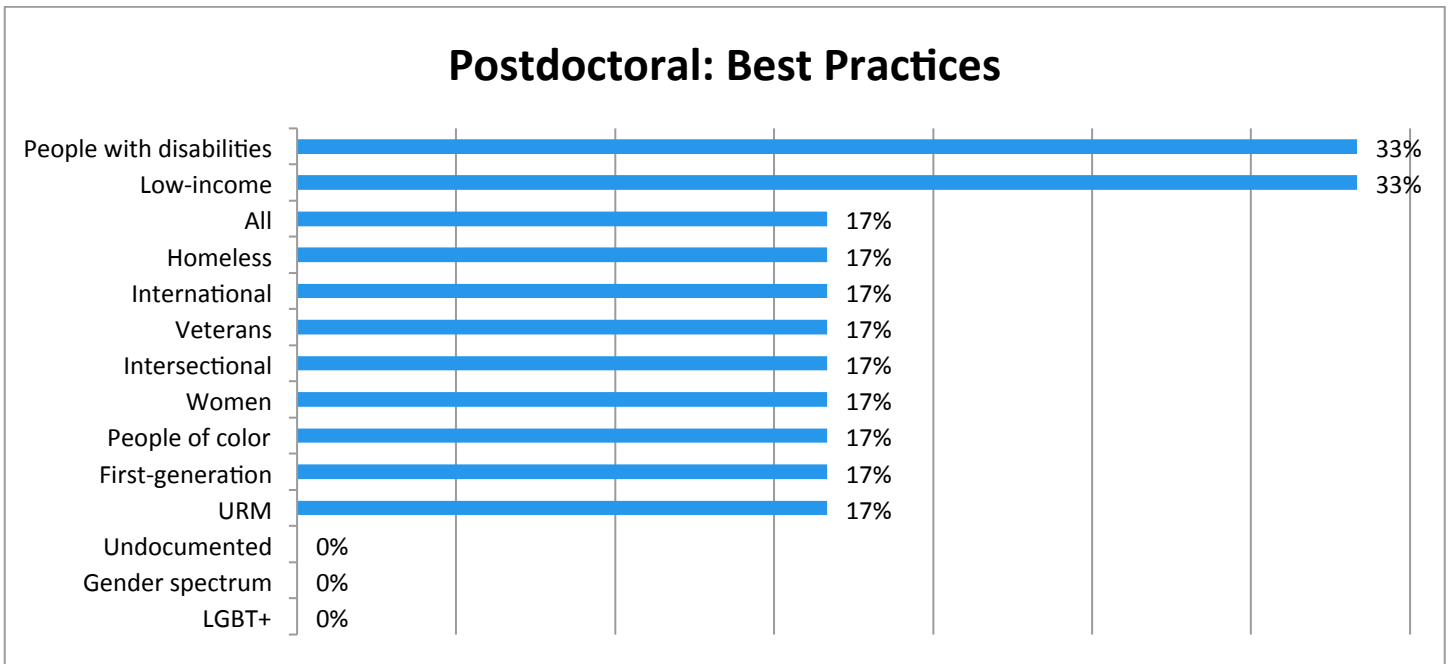
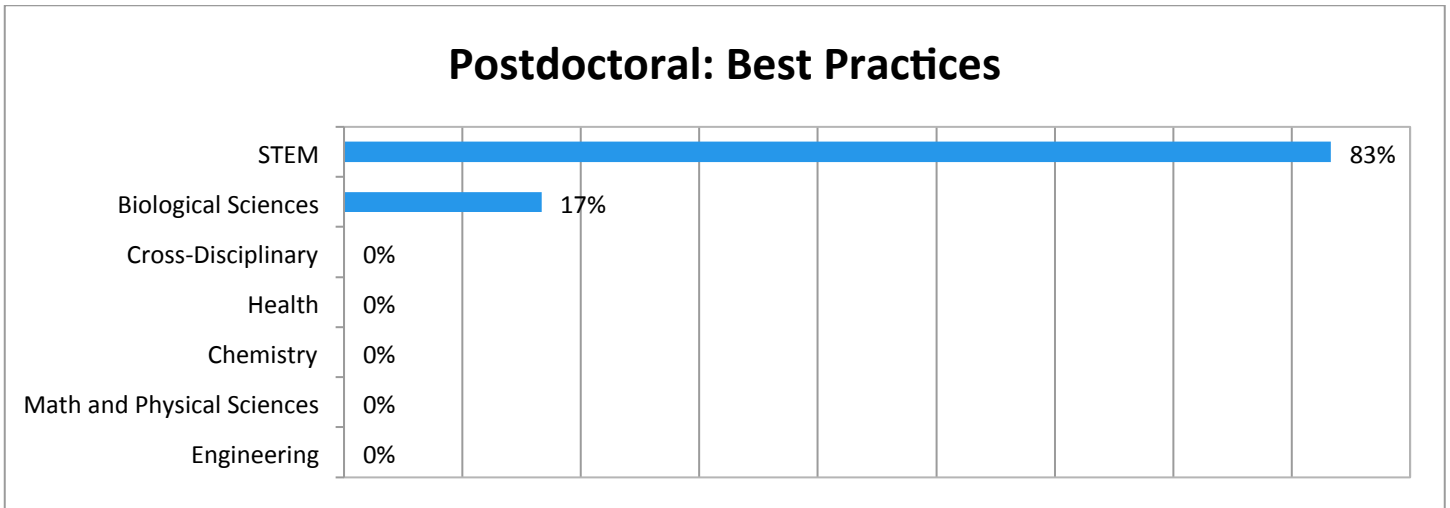


#### Best Practices

A total of 6 programs fell into the category of best practices, meaning guidance on how to build an inclusive and equitable climate or most useful practices in program implementation:

- Unconscious Bias Project at Berkeley
- Coalition for Education and Outreach
- California Outdoor Engagement Coalition
- Coalition for Excellence and Diversity in Math, Science and Engineering

- not yet named (Training Program)
- Intercultural Awareness and Communication: Skills for Effectively Engaging with Difference

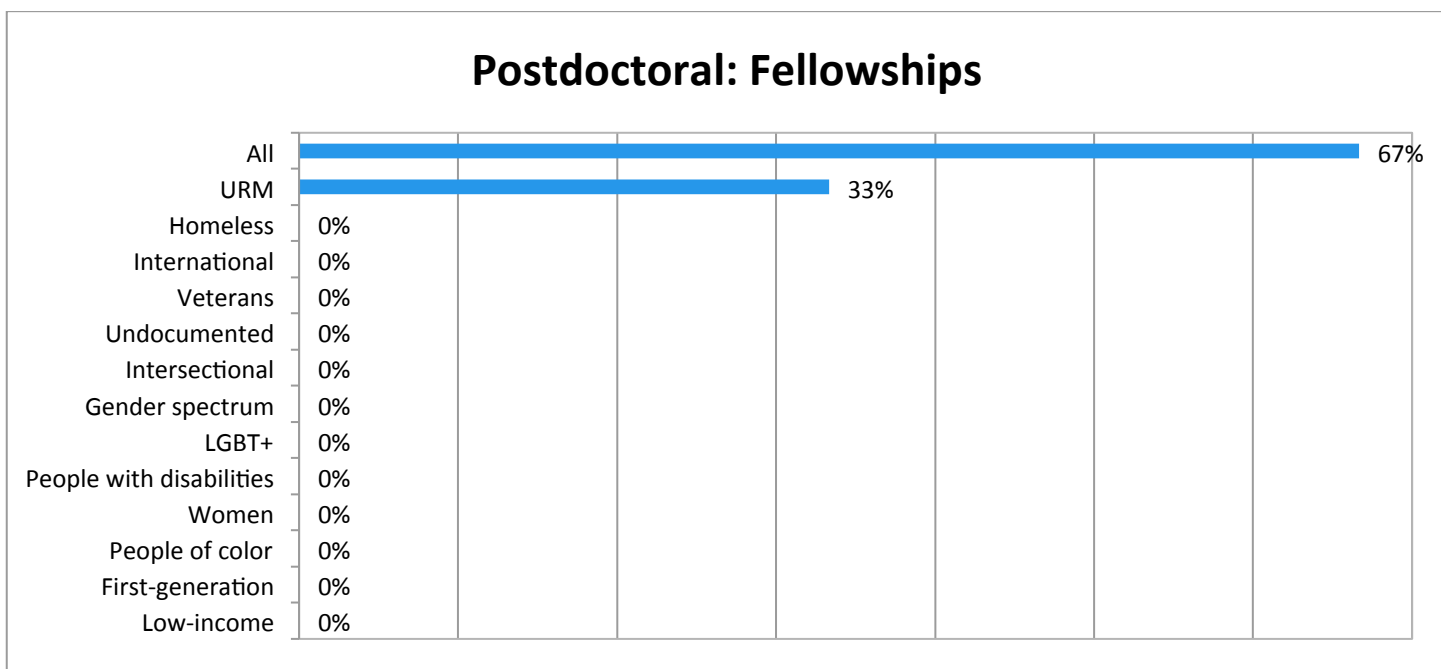
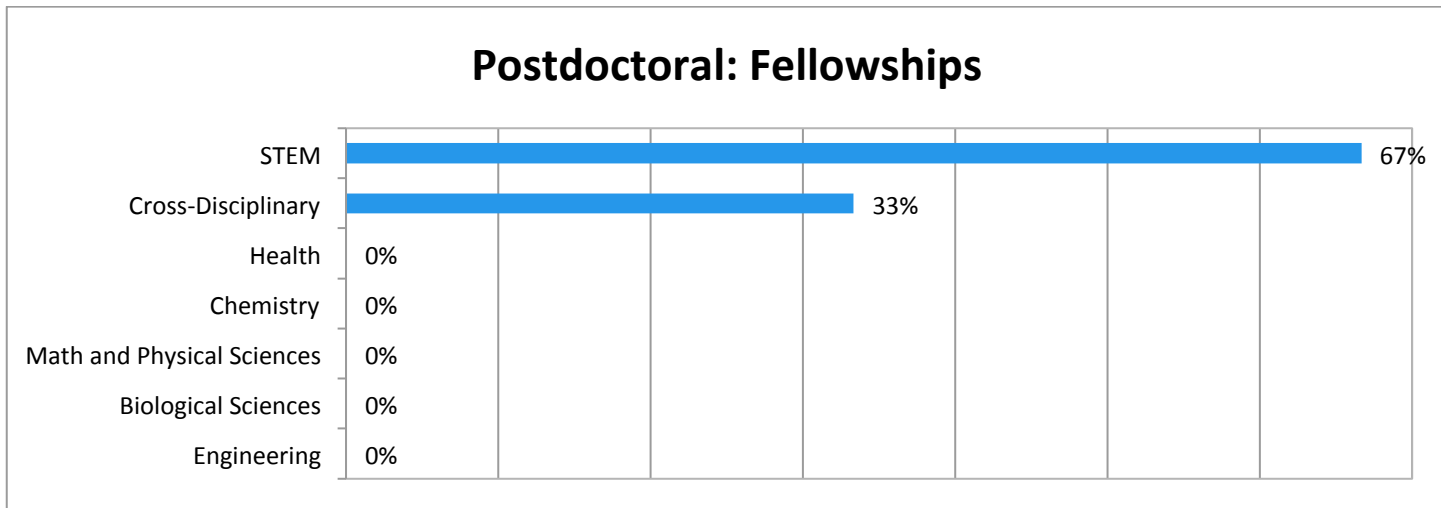


**Fellowships**

A total of 3 programs offered fellowships:

- President’s Postdoctoral Fellowship Program (PPFP)
- Berkeley Chancellor’s Postdoctoral Fellowship

- California Alliance

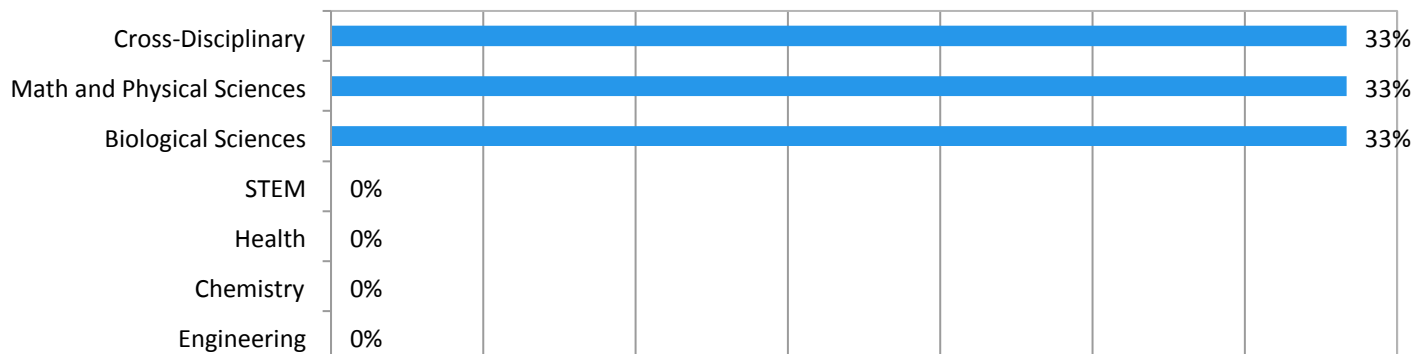


#### Departmental Support/Community

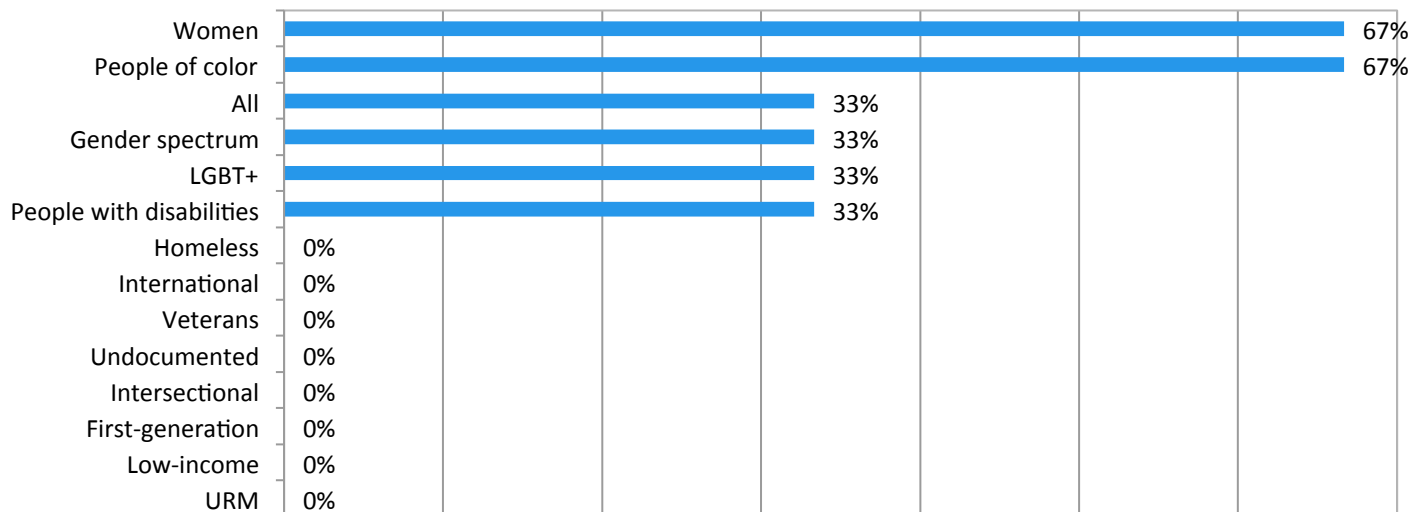
A total of 3 programs offer support and/or community that are affiliated or a part of a department on campus:

- MPS Diversity Office
- EID Innovation Award - IB/MCB Luncheon Series
- Channels Program

### Postdoctoral: Departmental Support/Community



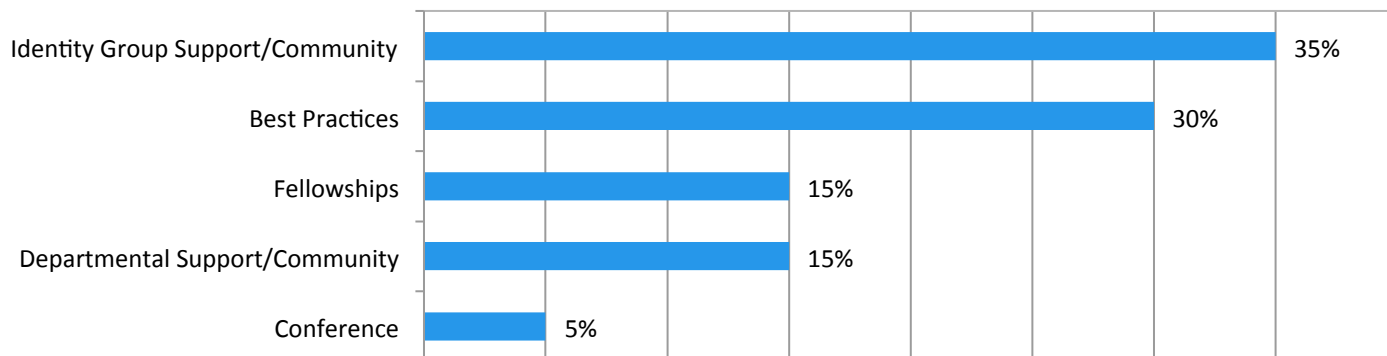
### Postdoctoral: Departmental Support/Community



### Faculty Programs

A total of 20 programs surveyed out of 118 identified as targeting the faculty constituency. Reading through the programs descriptions generated 5 categories: Identity Group Support/Community, Best Practices, Fellowships, Departmental Support/Community, and Conference. Each one of these categories is outlined below with a list of programs and data that shows the STEM subjects and underrepresented groups the programs collectively target. Programs fall into only one category of best fit.

### Faculty Program Services

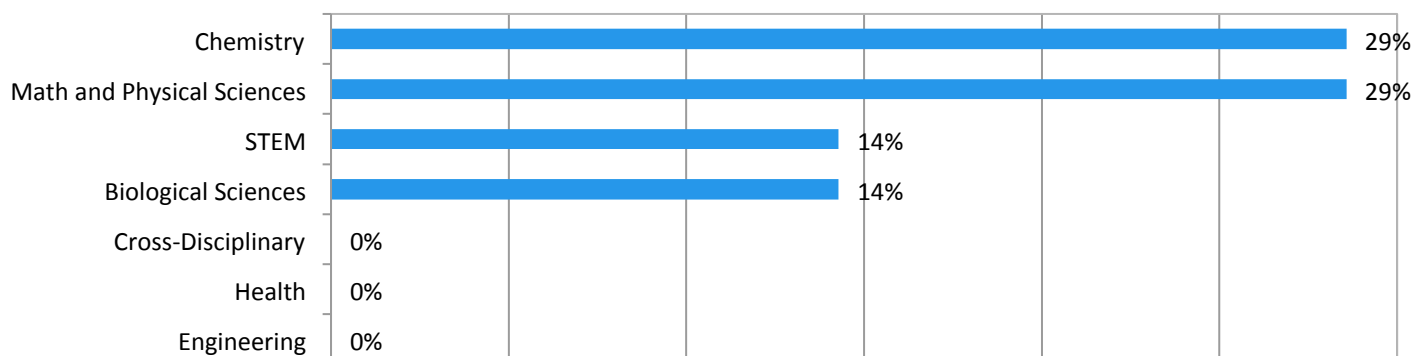


#### Identity Group Support/Community

A total of 7 programs offer support and/or community based on identity or identities, these also overlap with student groups for undergraduate and graduate students:

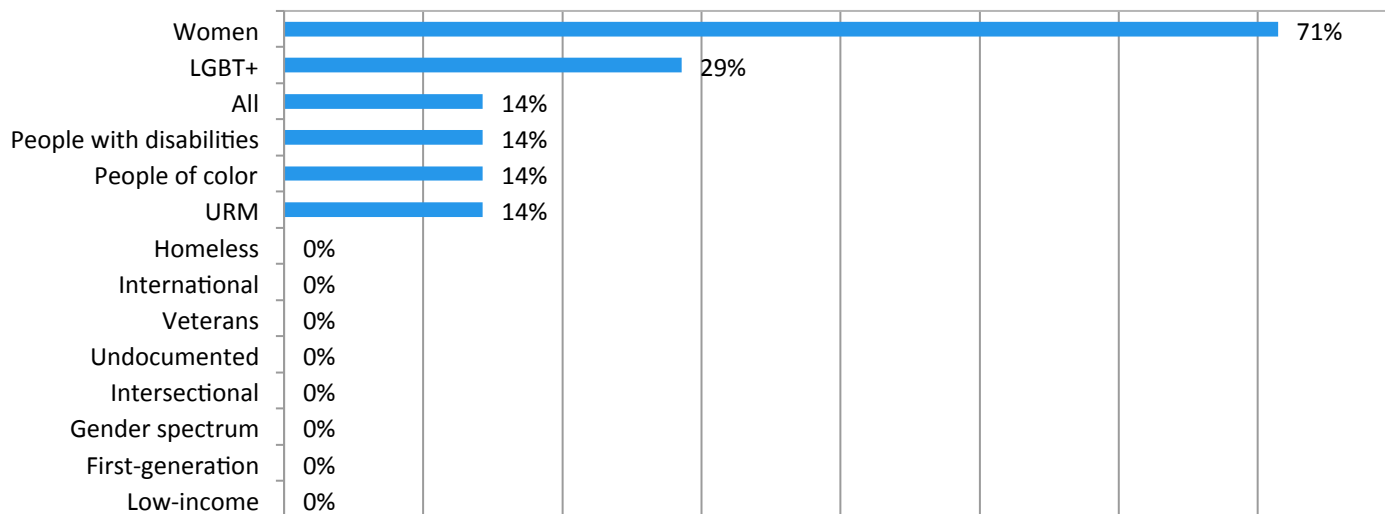
- Identity and Gender Spectrum (IGenSpectrum)
- Iota Sigma Pi - Hydrogen Chapter
- Student Diversity Committee
- Women in Chemistry Initiative (WICI)
- The Noetherian Ring
- PMB Diversity Committee
- Restorative Circle Practice

### Faculty: Identity Group Support/Community





### Faculty: Identity Group Support/Community

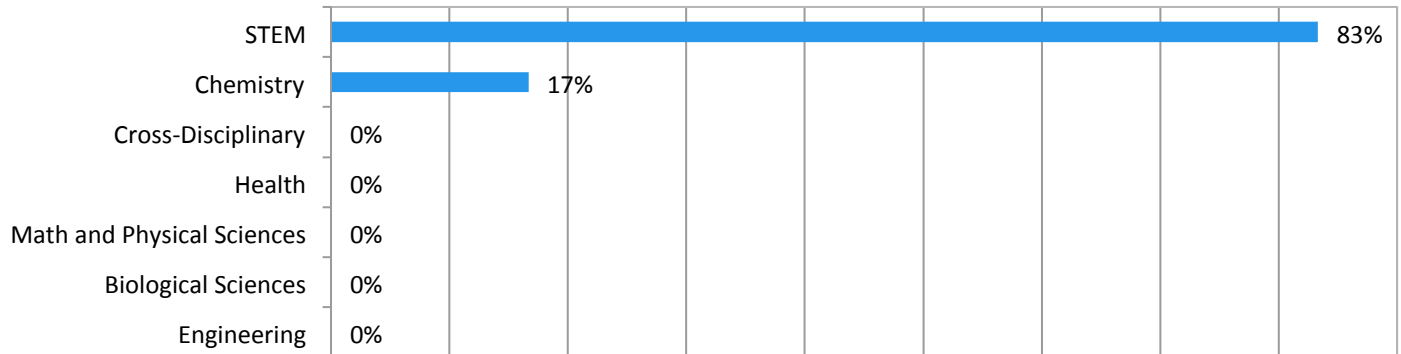


#### Best Practices

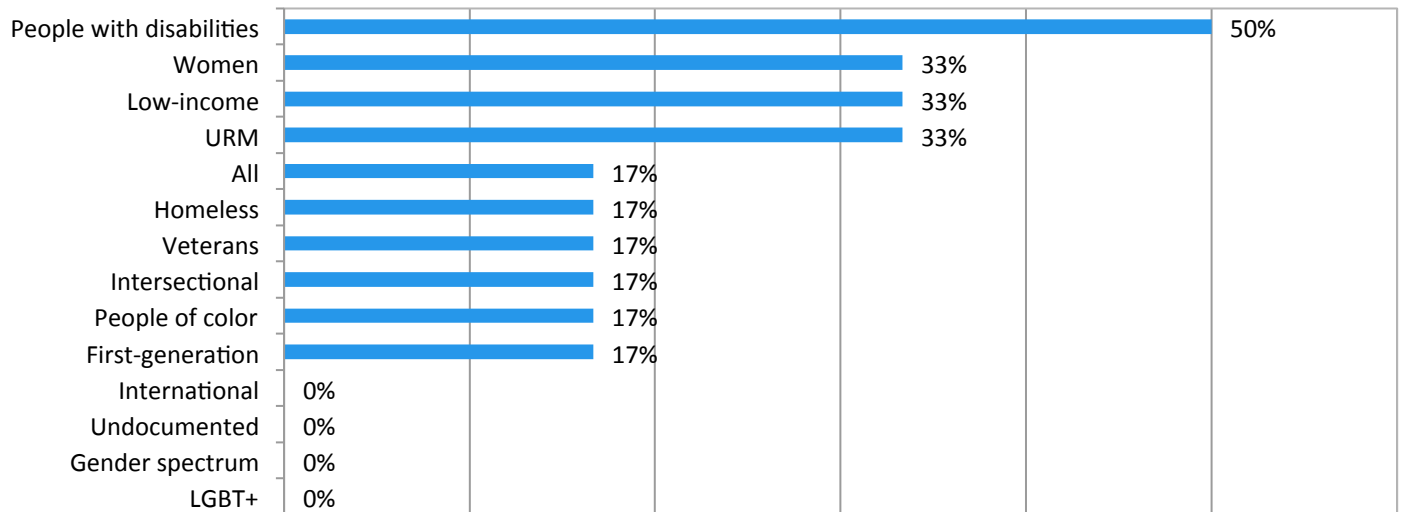
A total of 6 programs fell into the category of best practices, meaning guidance on how to build an inclusive and equitable climate or most useful practices in program implementation:

- Unconscious Bias Project at Berkeley
- Coalition for Education and Outreach
- California Outdoor Engagement Coalition
- Chembio & QB3
- Communicating Ocean Sciences (EPS and IB c100); Communicating Climate Science (Geog 147); Faculty Learning Program (Redefining the College Lecture)
- Women in Technology Leadership Round Table

### Faculty: Best Practices



### Faculty: Best Practices

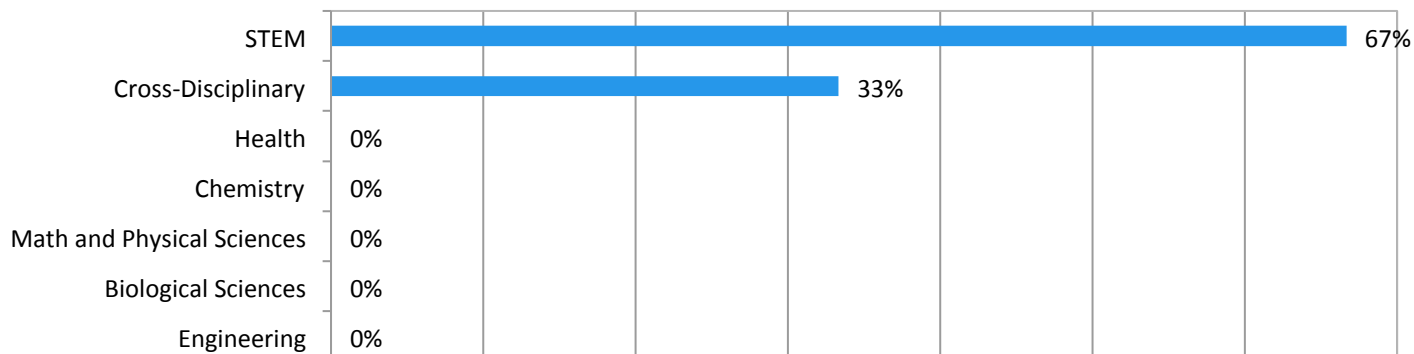


#### Fellowships

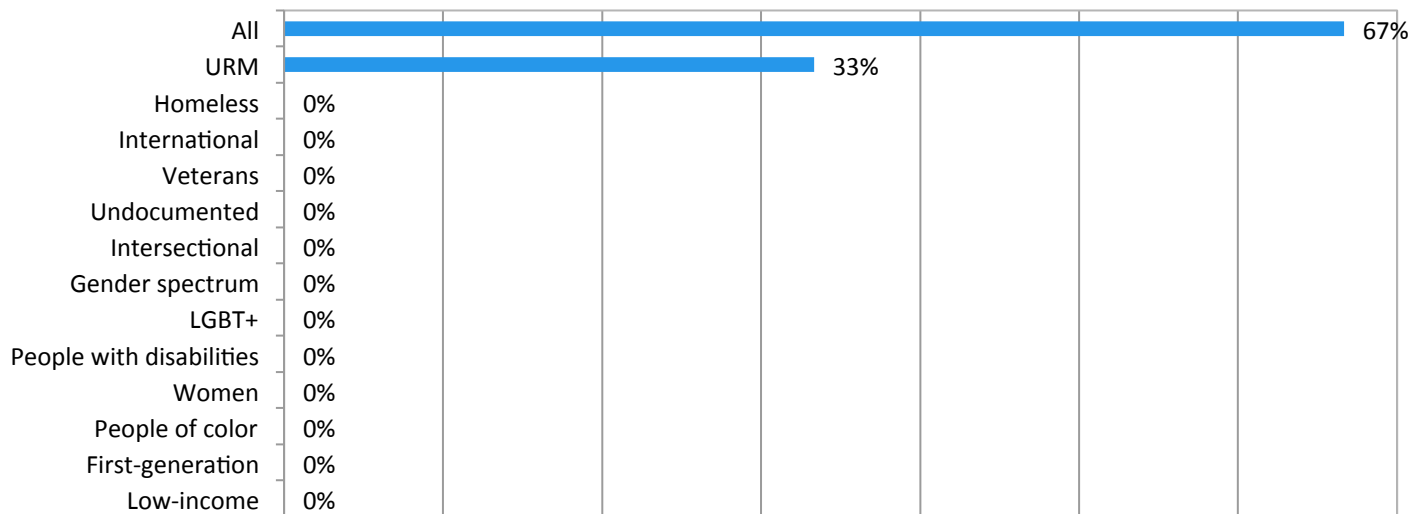
A total of 3 programs are a part of a fellowship opportunity:

- President’s Postdoctoral Fellowship Program (PPFP)
- Berkeley Chancellor’s Postdoctoral Fellowship
- California Alliance

### Faculty: Fellowships



### Faculty: Fellowships

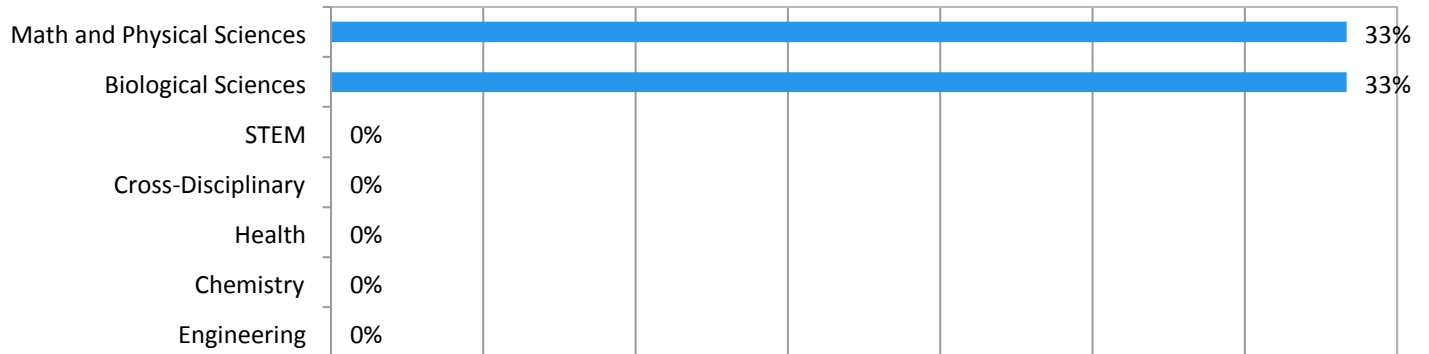


#### Departmental Support/Community

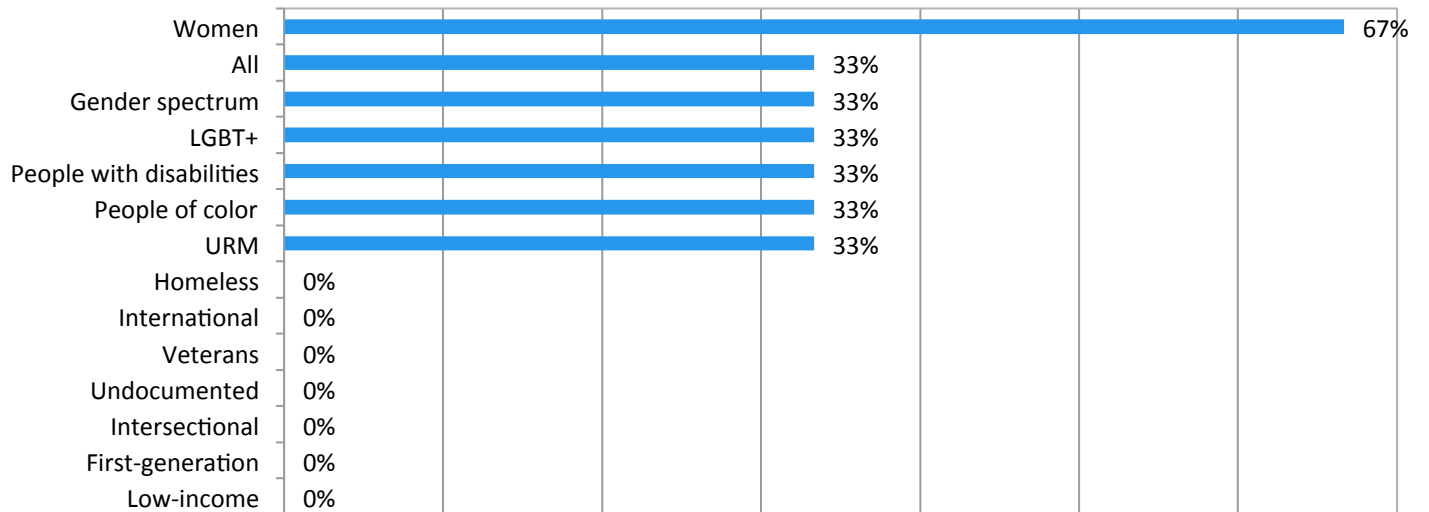
A total of 3 programs offer support and/or community that are affiliated or a part of a department on campus:

- MPS Diversity Office
- EID Innovation Award - IB/MCB Luncheon Series
- Office for Faculty Equity & Welfare

### Faculty: Departmental Support/Community



### Faculty: Departmental Support/Community



#### Conference

One program is a conference that faculty can attend:

- NERDtopia diversity STEM research conference

### Faculty: Conference

STEM						100%
Cross-Disciplinary	0%					
Health	0%					
Chemistry	0%					
Math and Physical Sciences	0%					
Biological Sciences	0%					
Engineering	0%					

### Faculty: Conference

All						100%
Homeless	0%					
International	0%					
Veterans	0%					
Undocumented	0%					
Intersectional	0%					
Gender spectrum	0%					
LGBT+	0%					
People with disabilities	0%					
Women	0%					
People of color	0%					
First-generation	0%					
Low-income	0%					
URM	0%					

### Website Links

Programs are listed in alphabetical order. Programs provided website links during data collection or subsequent follow-up.

- African American Male Pipeline Project/ Womyn In STEM Education: <http://pctrio.berkeley.edu/>
- American Indian Science and Engineering Society: <http://aisesberkeley.weebly.com/>
- Bay Area GPS (Graduate Pathways to STEM): <http://engineering.berkeley.edu/academics/graduate-programs/graduate-outreach/graduate-pathways-stem>

- Bay Area Scientists in Schools (BASIS): <http://www.crscience.org/volunteers/aboutbasis>
- Be A Scientist: <http://www.crscience.org/volunteers/BeAScientist>
- BERET +C: <http://calteach.berkeley.edu/get-involved/k12-teachers/summer-research-institute.php>
- Bergeron Scholars Program: <http://calnerds.berkeley.edu/>
- Berkeley Chancellor's Postdoctoral Fellowship: <http://diversity.berkeley.edu/programs-services/postdoctoral-diversity>
- Berkeley Compass Project: <http://www.berkeleycompassproject.org/>
- Berkeley Edge: <http://bsn.berkeley.edu/bec2013>
- Berkeley Girls in Engineering: <http://girlsengineering.berkeley.edu/>
- Berkeley Science & Math Initiative: <http://bsmi.berkeley.edu/>
- Berkeley Science Network & Berkeley Science Connections: <http://bsn.berkeley.edu/>
- Berkeley Science Network-Leadership Program: <http://bsn.berkeley.edu/berkeley-science-network-stem-scholars-program>
- BioEngineering Guaranteed Research Opportunities program (BEGROW): N/A
- Biology Scholars Program: <http://bsp.berkeley.edu/>
- Bridging Berkeley: <http://publicservice.berkeley.edu/programs/bridging-berkeley>
- Cal Teach: <http://calteach.berkeley.edu/>
- Cal-ADAR: Advancing Diversity in Aging Research: <http://popcenter.berkeley.edu/grants/cal-adar.shtml>
- California Alliance: <https://www.california-alliance.org/>
- California Outdoor Engagement Coalition: <https://outdoorengagement.berkeley.edu/>
- CCASN - College and Career Academy Support Network: <https://casn.berkeley.edu/>
- CEE Scholars: N/A
- Center for Energy Efficient Electronics Science Research Experiences for Undergraduates (E3S REU): <https://www.e3s-center.org/education/edu-ugrad-appl.htm>
- Center for Sustainable Polymers Summer Research Program: <https://csp.umn.edu/>
- CEP for Oakland Promise: <http://cep.berkeley.edu/>
- Channels Program: <https://soihub.org/>
- Chem1A Section 4: N/A
- Chembio & QB3: <http://chembio.berkeley.edu/>
- Chemistry Scholars Program: <http://chemistry.berkeley.edu/ugrad/current-students/scholars-program>
- Chican@s/Latin@s in Health Education: <https://www.ocf.berkeley.edu/~calche/>
- Coalition for Education and Outreach: <http://scienceatcal.berkeley.edu/coalition-for-education-and-outreach/>
- Coalition for Excellence and Diversity in Math, Science and Engineering: <http://coalition.berkeley.edu/>

- Code 510: <http://www.code510.org/>
- Communicating Ocean Sciences (EPS and IB c100); Communicating Climate Science (Geog 147); Faculty Learning Program (Redefining the College Lecture):  
<http://teaching.berkeley.edu/programs/transforming-stem-teaching-faculty-learning-program>;  
<http://mare.lawrencehallofscience.org/college-courses>
- CS Scholars Program: <https://eecs.berkeley.edu/cs-scholars>
- DaVinci Camp Summer Institute: <https://davinci-camp.com/>
- E3S-Internship: <https://www.e3s-center.org/education/edu-ugrad-etern.htm>
- EID Innovation Award - IB/MCB Luncheon Series: N/A
- Engineering Day: <https://swe.berkeley.edu/#/outreach>
- Engineering for Engineering Kids (E4K): <https://e4k.berkeley.edu/>
- Engineering Preview Day: <http://engineering.berkeley.edu/academics/graduate-programs/graduate-outreach/engineering-preview-days>
- Engineering Scholars as Engaged Scholars: <http://engineering.berkeley.edu/student-services/academic-support/engineering-scholars>
- Enhancing Diversity Biomedical Data Science: N/A
- EOP STEM Mentorship Program: <http://eop.berkeley.edu/stem/>
- Expanding Your Horizons (Berkeley chapter): <https://www.ocf.berkeley.edu/~eyh/index.html>
- FEM Tech Talk, Make and Share: <https://femtechberkeley.com/>
- From Day One: <http://ejce.berkeley.edu/clsd/about>
- GiGS (Getting into Graduate School): <http://diversity.berkeley.edu/programs-services/graduate/getting-graduate-school>
- Graduate Diversity Council: <http://www.diversityu.org/>
- Graduate Women of Engineering: <http://gwe.berkeley.edu/>
- Haas Scholars Program: <http://hsp.berkeley.edu/>
- Hutto Patterson Fellows Program: <http://calnerds.berkeley.edu/>
- Identity and Gender Spectrum (IGenSpectrum): <https://igenspectrum.berkeley.edu/>
- Intercultural awareness & effectiveness: <http://cil.berkeley.edu/>
- Intercultural Awareness and Communication: Skills for Effectively Engaging with Difference: <http://cil.berkeley.edu/>
- Iota Sigma Pi - Hydrogen Chapter: <http://www.cchem.berkeley.edu/iota/welcome.html>
- LAGSES: <http://lagses.berkeley.edu/>
- Latinx and Native American STEM Living Theme Program: N/A
- Master of Engineering: <http://funginstitute.berkeley.edu/programs-centers/full-time-program/>

- MCAT Prep Scholars Program: <http://calnerds.berkeley.edu/>
- McNair Scholars Program: <http://mcnair.berkeley.edu/>
- METALS (Minority Education Through Traveling and Learning in the Sciences); developed as part of the SF-ROCKS program at San Francisco State University: <http://sf-rocks.sfsu.edu/Welcome.html>
- Miller Scholars Program: <http://aap.berkeley.edu/success-berkeley/miller-scholars-program>
- Mini-University: <https://swe.berkeley.edu/#/outreach>
- MPS Diversity Office: <https://ls.berkeley.edu/academic-programs/mathematical-physical-sciences/mathematical-physical-sciences-graduate-diversity>
- Multiverse: <http://multiverse.ssl.berkeley.edu/>
- N/A (Society of Women Engineers): <https://swe.berkeley.edu/#/>
- NanoBears: <http://nano.berkeley.edu/welcome/welcome.html>
- NERDtopia diversity STEM research conference: <http://calnerds.berkeley.edu/>
- not yet named (Training Program): N/A
- NSF Bridge to the Doctorate (B2D): <http://calnerds.berkeley.edu/>
- NSF CAMP: <http://calnerds.berkeley.edu/>
- NSF Summer Research Experience for Undergraduates (REU): Integrative Biology at UC Berkeley, from Molecules to Ecosystems: <http://mcb.berkeley.edu/nsfreu/>
- Office for Faculty Equity & Welfare: <http://ofew.berkeley.edu/>
- OPEN (Opportunity for Postdoc Equity Networking): <http://vspa.berkeley.edu/open-postdocs-program>
- Optimizing STEM Student Success Class: <http://calnerds.berkeley.edu/>
- Opto-Camp: <https://optometry.berkeley.edu/admissions/opto-camp/>
- oSTEM @ Berkeley: <http://berkeley.ostem.org/>
- PDP Gateway Courses and Pre College: <http://stem.berkeley.edu/>
- PER-CNR: <http://bsp.berkeley.edu/PER>
- PMB: <http://plantandmicrobiology.berkeley.edu/>
- PMB Diversity Committee: <http://plantandmicrobiology.berkeley.edu/diversity>
- Pre-College Academy: <http://eaop.berkeley.edu/>
- Pre-Engineering Program (PREP): <http://engineering.berkeley.edu/student-services/academic-support/prep-pre-engineering-program>
- PreK-12 programs and resources: <http://www.lawrencehallofscience.org/>;  
[http://www.lawrencehallofscience.org/visit/field\\_trips](http://www.lawrencehallofscience.org/visit/field_trips);  
[http://www.lawrencehallofscience.org/programs\\_for\\_schools/science\\_at\\_your\\_site](http://www.lawrencehallofscience.org/programs_for_schools/science_at_your_site);  
[http://www.lawrencehallofscience.org/do\\_science\\_now/in\\_your\\_community](http://www.lawrencehallofscience.org/do_science_now/in_your_community);



[http://www.lawrencehallofscience.org/programs\\_for\\_schools/curriculum](http://www.lawrencehallofscience.org/programs_for_schools/curriculum);  
[http://www.lawrencehallofscience.org/programs\\_for\\_schools/professional\\_development](http://www.lawrencehallofscience.org/programs_for_schools/professional_development)

- President's Postdoctoral Fellowship Program (PPFP): <http://ppfp.ucop.edu/info/>
- Products & Services: <http://cep.berkeley.edu/>
- Python Bootcamps: <http://calnerds.berkeley.edu/>
- Research Experience for Undergraduates (REU) Program: <http://renuwit.org/education/reu-program/>
- Respect is Part of Research: <http://www.respectispartofresearch.com/>
- Restorative Circle Practice: <http://rjcenterberkeley.org/>
- Scientific Adventures for Girls: <http://www.scientificadventures.org/>
- SMASH Berkeley: <http://www.lpfi.org/programs/smash/>
- Society of Physics Students - Outreach: <https://sps.berkeley.edu/>
- Society of Women in the Physical Sciences: <https://swps.berkeley.edu/>
- STEMInist: <http://calnerds.berkeley.edu/>
- Student Diversity Committee: N/A
- Summer Seminar: <http://sph.berkeley.edu/diversity/summer-preparatory-seminar>
- SWE Overnight Host Program: N/A
- T-PREP (Transfer Pre-Engineering Program): <http://engineering.berkeley.edu/student-services/academic-support/t-prep-transfer-pre-engineering-program>
- TechHive: <http://www.techhivestudio.org/>
- The Berkeley NanoLab High School Intern Program For Young Women: <https://nanolab.berkeley.edu/public/general/opportunities.shtml>
- The Noetherian Ring: <https://nring.math.berkeley.edu/>
- Transfer Alliance Project - NIH Bridges to Baccalaureate program: <http://cep.berkeley.edu/transfer-alliance-project-tap>
- Transfer- to- Excellence Program: <https://www.e3s-center.org/education/edu-tte-reu-appl2.htm>
- TRIO: <http://dsp.berkeley.edu/programs/trio-dsp>
- UC LEADS: <http://calnerds.berkeley.edu/>
- UC- Berkeley, Historically Black Colleges and Universities Research Experiences for Undergraduates Program: <https://www.e3s-center.org/education/uchbcu/>
- Unconscious Bias Project at Berkeley: <http://unconsciousbiasproject.org/>
- Undergraduates in Engineering, Mathematics & Applied Science Mentoring Program: N/A
- Undocumented Student Program: <https://undocu.berkeley.edu/>
- University-Community Links (UC Links): <http://uclinks.berkeley.edu/>
- Upward Bound Math-Science: <http://pctrio.berkeley.edu/>

- UROC - Underrepresented Researchers of Color: <http://uroc.berkeley.edu/>
- Visiting Scholars Program: <http://calnerds.berkeley.edu/>
- Women in Chemistry Initiative (WICI): <https://www.facebook.com/BerkeleyWICI>
- Women in Technology Leadership Round Table: <http://wit.berkeley.edu/>