



# IGEN

## Inclusive Graduate Education Network

an NSF INCLUDES Alliance

The mission of IGEN is to broaden the participation of Black, Indigenous, and Latinx students in the physical sciences from the undergraduate level through professional employment. In 2022/23, IGEN made significant progress towards its four goals listed below.

**Goal 1. Increase the percentage of students from underrepresented groups who complete physical science graduate degrees**

- 75 students were accepted into IGEN-associated Bridge Programs in the 2023 recruiting cycle, bringing the total number of graduate students placed to 379.
- Among students in the first 4 cohorts, IGEN-associated Bridge Programs had a retention rate of 94%.
- IGEN is projected to help close the gap between bachelor's degrees earned by UREM students and graduate degrees earned by UREM students by 19 percent for chemistry students, 78 percent for geoscience students, and 44 percent for physics students in graduate programs.



**Goal 2. Catalyze the adoption of evidence-based inclusive practices in graduate education**

- In 2022/23, IGEN's IP Hub delivered 25 workshops that were attended by 632 participants from more than 18 disciplines.
- 65% of faculty members indicated that their department's admissions practices have changed due to their involvement with an ACS/AGU/APS Bridge Program.
- 95% of participating faculty members indicated their departments are using holistic practices in their admissions processes for the Bridge Program.
- MRS held a Research Scholars Summit that engaged over 130 attendees, including students and faculty who participated in professional development sessions, technical symposia, networking events, and presentations of research posters.



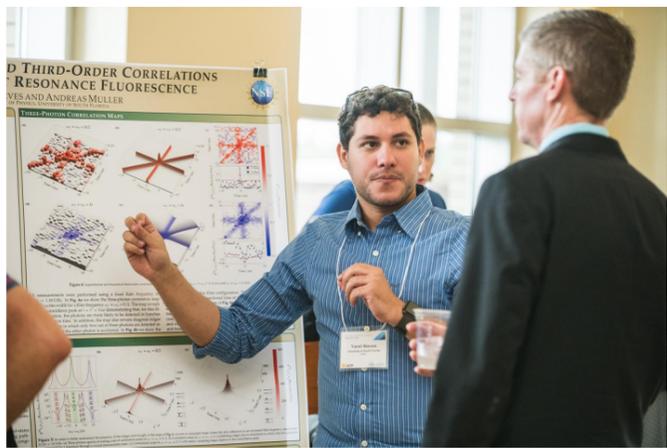
**Goal 3. Conduct research that distills scalable, effective practices in inclusive graduate education & institutional change**

- Members of the Research Hub are now in a phase of finishing and disseminating the research they described in the original NSF INCLUDES Alliance proposal.
- IGEN leaders collaborated on and submitted a manuscript about the processes of culture change that IGEN has been pursuing.
- In 2022/23, the Research Hub produced seven research translation documents, including a guide to graduate student debt relief and a brief on task and relationship conflict.
- A Research Hub leader delivered a webinar titled "Creating Equitable and Inclusive Graduate Programs: From Recruitment to Admission to Retention" hosted by the National Institutes of Mental Health about the implications of the recent SCOTUS decisions for inclusive, equitable graduate programs.



**Goal 4. Establish sustained, cross-sector partnerships that support the advancement of underrepresented students**

- IGEN developed partnerships with 15 national laboratories, and CIMER continued to support leaders within the labs to help improve the quality of mentoring that postdoctoral scholars receive.
- CIMER delivered mentoring training titled "Facilitating Entering Mentoring" (train-the-trainer sessions) to 24 representatives of national laboratories and 8 faculty members from Bridge Program institutions.
- A CIMER representative delivered a keynote address titled "The Science of Mentorship in STEMM: Evidence-Based Practices for Mentors & Trainees" to 300 attendees as part an event series by Oak Ridge Institute for Science and Education.



"Your advisor really dictates a lot of your experience as a graduate student... I definitely have just the best fit imaginable in terms of somebody whose research interests are really aligned with things that I have always been interested in, and then, also somebody who has a lot of cultural awareness and sensitivity to just what it means to be somebody who's underrepresented in the geosciences."

- Student in Bridge Program

"My faculty mentors have been supportive every step of the way in my program and have always encouraged me to find the path that best works for me."

- Student in Bridge Program

"IGEN workshops have been great resource for myself and my colleagues."

- Faculty Member

"I would say [the mentor training provided by CIMER] was very positive. It definitely presented perspective in where we may be, for example, misreading the cues coming from the people we are mentoring and so on, and of course, you basically internalize the way your thought process goes with handling people, and it definitely made me confront some of the assumptions I was making."

- Staff Member at a National Laboratory

"The Bridge Program has already been an eye-opening, life-changing experience. I can only imagine what is to come and I am excited to find out!"

- Student in Bridge Program



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