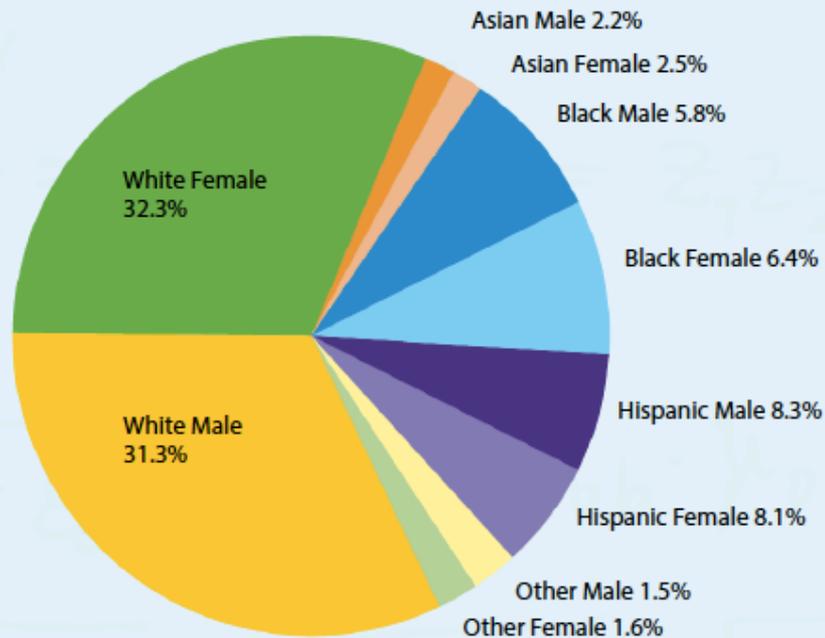


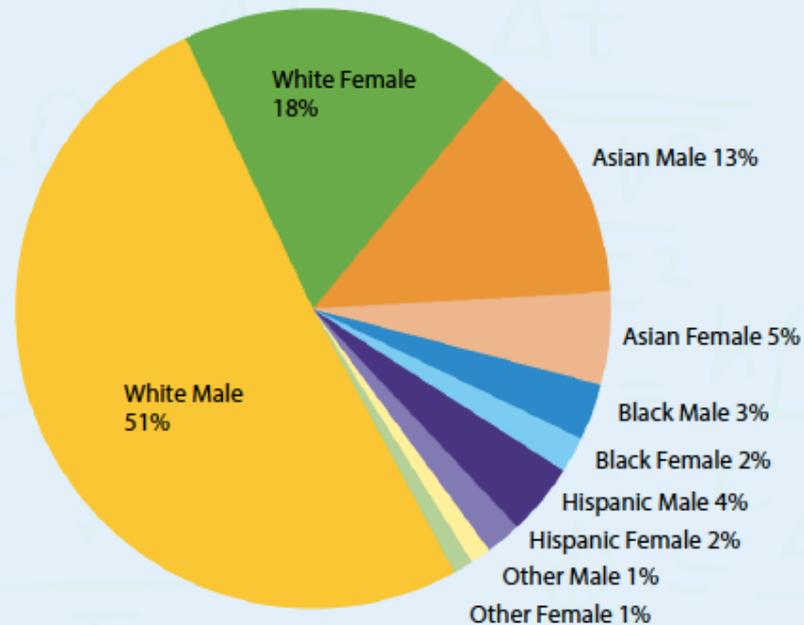
Thank you to Dr. Michelle Espino Lira & Dr. Kenneth Gibbs for their thought partnership

Recruitment, Retention, and Advancement: Focusing on Women of Color

Resident population of the United States, by sex and race/ethnicity: 2010



Scientists and Engineers working in science and engineering occupations: 2010



NOTE: Hispanic may be any race. Other includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and multiple race.

SOURCE: *Women, Minorities, and Persons with Disabilities in Science and Engineering*: www.nsf.gov/statistics/wmpd/

FIGURES FROM: National Science Foundation. (2013). *Women, Minorities, and persons with disabilities in science and engineering*. Arlington, VA: Author.

Retrieved from https://www.nsf.gov/statistics/wmpd/2013/pdf/nsf13304_digest.pdf

Intersectionality as a Lens



- Kimberle Crenshaw, Patricia Hill Collins, Bonnie Thornton Dill, Ruth Zambrana
- Intersectionality is “the processes through which multiple social identities converge and ultimately shape individual and group experiences . . .” (Museus & Griffin, p. 7)
- Social justice and equity emphasis

**“RESPECT ME FOR MY SCIENCE”: A
BOURDIEUIAN ANALYSIS OF WOMEN
SCIENTISTS’ INTERACTIONS WITH FACULTY
AND SOCIALIZATION INTO SCIENCE**

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Ability, Invisibility, and Marginalization

Significant underrepresentation

Invisibility outside of “diversity” issues

Are you as bright as others vs. you don't belong in graduate school

- No black faculty, no minority faculty, mostly men and few women. I walk down the hallway to speak to a faculty member that I was just in a meeting with and I get ignored.
- Nadine is accused of academic misconduct and falsifying her data for her dissertation. But the accuser (her PI) continues to collaborate with her.

Principles for Intersectional Interventions

Words matter

- Women and men of color
- White women and people of color

Visibility matters

- Images shape our expectations
- Representation and role models

Identity matters

- Different expectations and experiences necessitates unique support structures
- Identity recognition in mentoring and coaching