

# SACNAS- Role of Scientific Societies in Diversifying STEM Workforce

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**Virtual Location-** Denton TX, Land of Kichai, Wichita nations

<https://native-land.ca/>



# SACNAS Organization

**49 years as a nonprofit**

**Mission:** SACNAS is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM

**Vision:** Achieving True Diversity in STEM. #TrueDiversity means that the field (including leadership positions) accurately and proportionately reflects the demographics of the population.

*I have been a member for >25 years (student to President)*

[www.sacnas.org](http://www.sacnas.org)

# Gaps and Opportunities in STEM



## Growth in STEM Degrees

Mentorship  
Institutional Changes



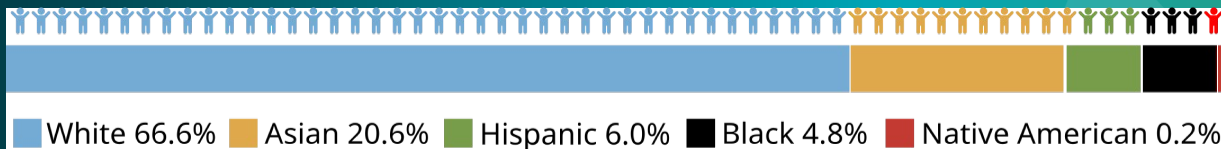
## Diverse Workforce

Culturally Competent,  
Inclusive, Accepting



## Creative Solutions to Challenges

Multidisciplinary  
Multiple Stakeholders



**Goal: STEM Workforce  
Reflect Society**



# SACNAS part of the solution

**7,800+**

current members  
of diverse  
backgrounds

**135**

student and  
professional  
chapters  
nationwide

**28,000+**

Community  
Supporters

**276,825**

Job views on  
our job board  
(+56% from 2019)

- 55% undergrad/grad students/postdoc members
- 45% professional members
- 37% first-generation college student members
- <https://careercenter.sacnas.org/>



# SACNAS part of the solution

**300+**

Professional  
leadership  
program

**4,000+**

attendees at  
the NDiSTEM  
conference

**50+**

Webinars and  
YouTube Channel

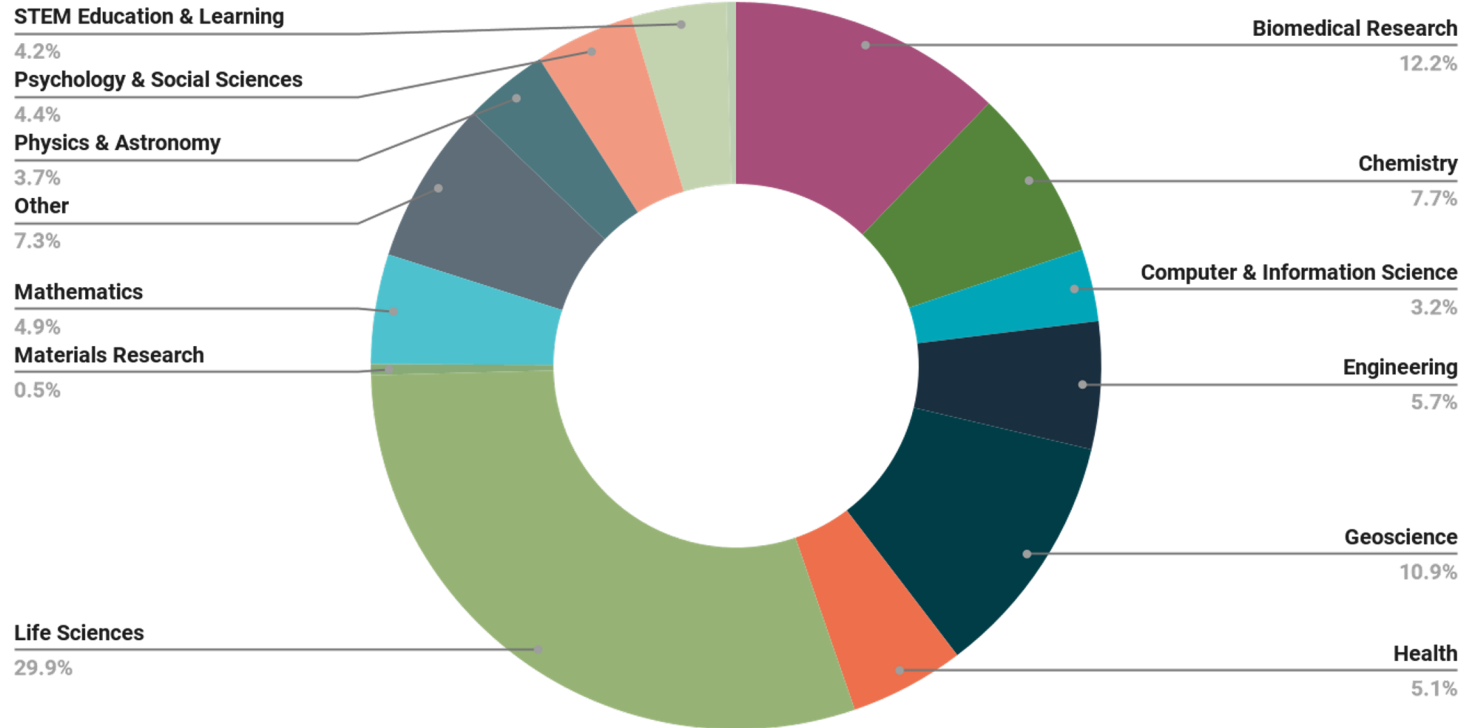
**>1000s**

Volunteer hours  
per year

- Native American/Indigenous Programs
- NDiSTEM Conference
- CareerCon
- <https://www.youtube.com/sacnas>



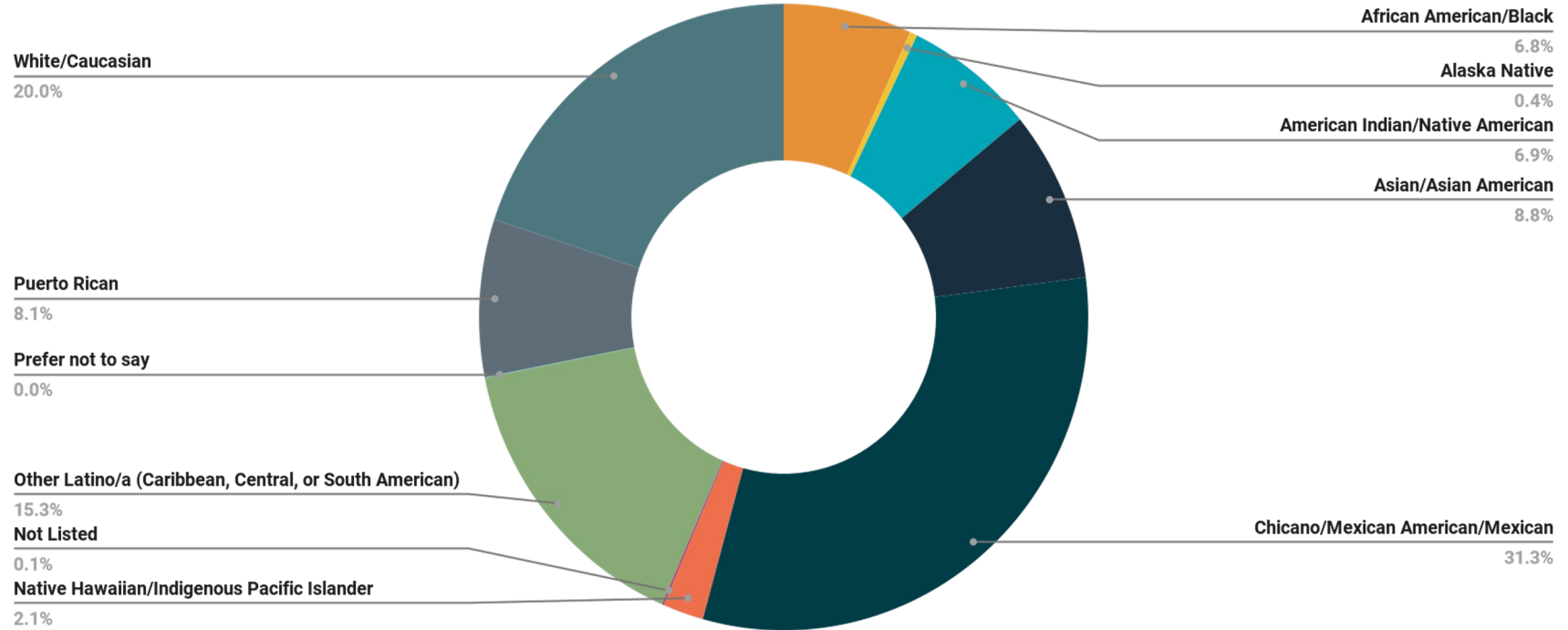
# SACNAS' Membership by Discipline



**These STEM disciplines contribute to climate change solutions**



# SACNAS' Membership by Ethnicity



Various life experiences contribute to climate change solutions



# National Diversity in STEM Conference (NDiSTEM)

- 4,000+ STEM students and professional attendees each year
- Program: STEM students and professionals, skills, role models, mentorship, exhibitors
- >100 sessions: professional development sessions and STEM symposia selected to expose attendees to cutting edge STEM research
- **Climate change focused sessions**: 2019 we hosted a dedicated learning track of interdisciplinary sessions on climate change

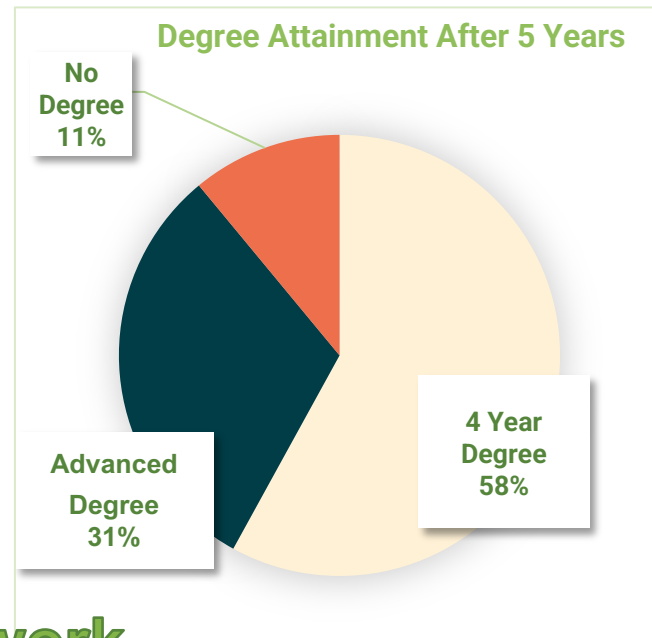
**STEM and Culture: bringing creative & authentic self to STEM**





# SACNAS Programs and the STEM Workforce

- SACNAS programming supports students as they advance from undergraduates into advance degrees to enter the STEM workforce
- A study of SACNAS Undergraduate Students five years after receiving scholarships to attend NDiSTEM:
  - 89% had completed 4-year degrees
  - 31% had gone on to complete a master's degree or doctorate



**STEM Retention- national network**





# SACNAS Partnerships

- Higher Education Institutes
- Federal Government
- Industry
- Scientific Societies

# Corporate Partners

abbvie

AMGEN



Johnson & Johnson



# Addressing Climate and Environmental Challenges

- Partnership: Academia, Government, Industry, Nonprofits etc
- Inclusive STEM workforce
- Creative discussions and solutions
- Integrate STEM & Culture





**VISIT US**

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