

CONTENTS

- Foreword by David Omotoso Stovall xi
- Introduction: The URM Student Experience in STEM 1
- 1 Will White Supremacy End America's STEM Supremacy? 19
The Costs of Excluding People of Color from STEM Education • This Problem Is Greater and Graver Than Skin Deep • Scientists Agree That More Diversity Is Needed • URM Intellectual STEM Thought: They've Been There All Along • A Note on Research Methodologies
- 2 The Plight of the Underrepresented in STEM Higher Education and the Workforce 33
Spotlight on Engineering: Just How Underrepresented Are URMs? • Major Barriers to the Broad Participation of URM Students in STEM • The Burdens of Tokenism, Color Blindness, and Resilience • The Interplay of Color Blindness, Resilience, and Structural and Institutional Racism • The Financial Fallout from Structural Racism • Eugenics: The Pseudoscience That Refuses to Die • Looking Toward HBCUs for Guidance in Reversing Structural Racism in STEM • Faculty Overwhelmed by Service Work, Voluntary and Imposed
- 3 The Stress of Success for the Underrepresented and Minoritized in STEM 53
How Stereotyping Works • The Power of Stereotypes: Whatever Doesn't Kill You Gives You Unhealthy Coping Mechanisms • Managing Stereotypes • Building Strong STEM Identities: Two Case Studies
- 4 Why Justice-Oriented STEM Is the Key to Getting and Keeping Students of Color in STEM and—Oh Yeah, Saving Our Planet Too! 75
The Equity Ethic as a Motivator for Marginalized Students • Roots of the Equity Ethic: A Common History of Suffering •

	<i>URM Students' Compassion and Their Focus on Practical Solutions • Family, Fictive Kinship, and Community • Discomfort with Supporting US Economic Domination • Testing the Strength of Motivation • How to Attract and Retain Underrepresented People in STEM Fields</i>	
5	Evaluating Efforts to Broaden STEM Participation	95
	<i>Effective Educational Approaches for Underrepresented Students in STEM • Programs That Work for STEM Students of Color • Guiding Principles of URM Student Programs • Why Is Mentoring Important? • A Caution about Mentoring Programming • Mentoring for the Underrepresented and Minoritized • Clearing the Pathway to Diversified STEM Excellence</i>	
6	Next Steps for STEM Leadership: Practical Suggestions for Structural Change	115
	<i>The Power of the University • Conclusion</i>	
	Afterword: Who Am I to Be Writing a Book Like This?	137
	Notes	155
	Acknowledgments	181
	About the Author	183
	Index	185