Background

- There is currently a lack of diverse perspectives in the environmental field.
- Recruitment practices by environmental organizations are not appealing to minorities.
- This is due to limited access to opportunities and no tailoring projects to different types of students.
- Diversity is essential for these organizations because varied perspectives can bring new problems to their attention and contribute to new solutions.

Research Question

What steps should environmental organizations take to recruit more diverse candidates?

Internship & Methods

- Interned remotely with the National Oceanic and Atmospheric Administration (NOAA) in the summer.
- Duties were to administer surveys for community college students, UW transfer students, and advisors (Figure 1).
- Also interviewed NOAA interns and mentors and conducted a literature review.

Results

Listenting

- Figure 2 shows that students most value work experience and pay from internships they participate in.
- Literature review revealed that communities of color often feel isolated from the mainstream white environmental movement; they focus more on environmental justice.
- Important to listen to minorities to incorporate features they want and issues they care about.

Increasing Scope

"What would be better overall is if the internships were open to all students, not just certain students."

-Tobi Davies, NOAA Intern

- Increasing the scope of internship availability and advertisement will gain the attention of:
  - Non-environmental majors and undecided majors who may not know about the field.
  - Community college students, low-income students, and students of color who overall have less access to opportunities.

Results (Cont.)

Advertising

- Survey showed advisors and students alike are largely unaware of opportunities NOAA offers.
- Advertisement is hard because of the many ways students look for internships, shown by Figure 3.

Next Steps

- Communicate directly with minority students to identify their specific wants and needs.
- Make projects more accessible by offering paid opportunities and being accommodating to different circumstances.
- Target nonmajors by encouraging advisors to talk to them about these projects.
- Utilize a variety of advertisement strategies to reach more people: social media, campus fairs, word of mouth, online databases, publications, and advisors.

Acknowledgements

Thank you to my site supervisor Dan Tonnes, my fellow NOAA intern Shirley Yao, my sister Alex, my parents, and the rest of my friends and family for all their support.