

- 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 contribute to new solutions

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

- 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

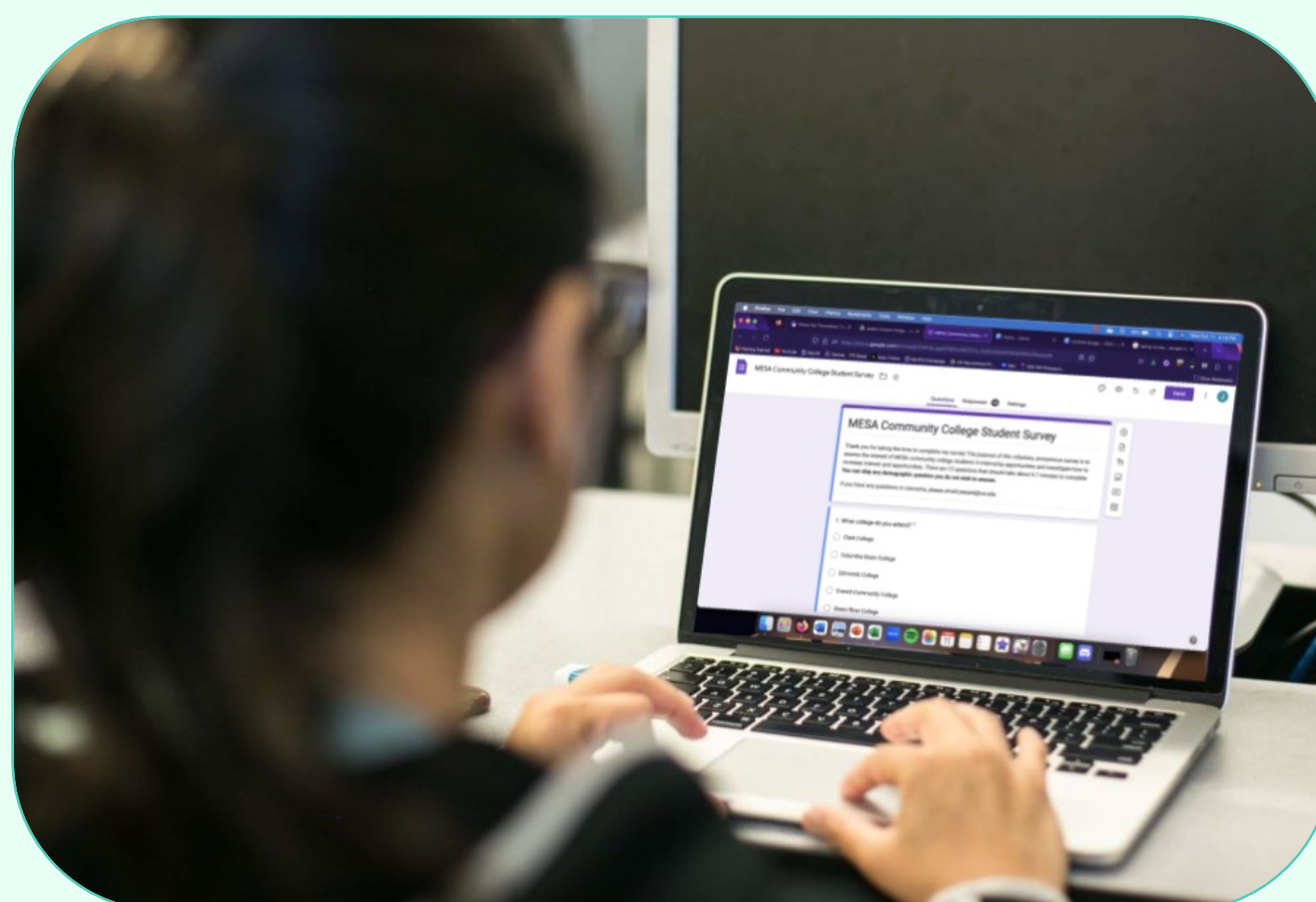


Figure 1. A community college student taking a survey to share their interest in current internship opportunities.

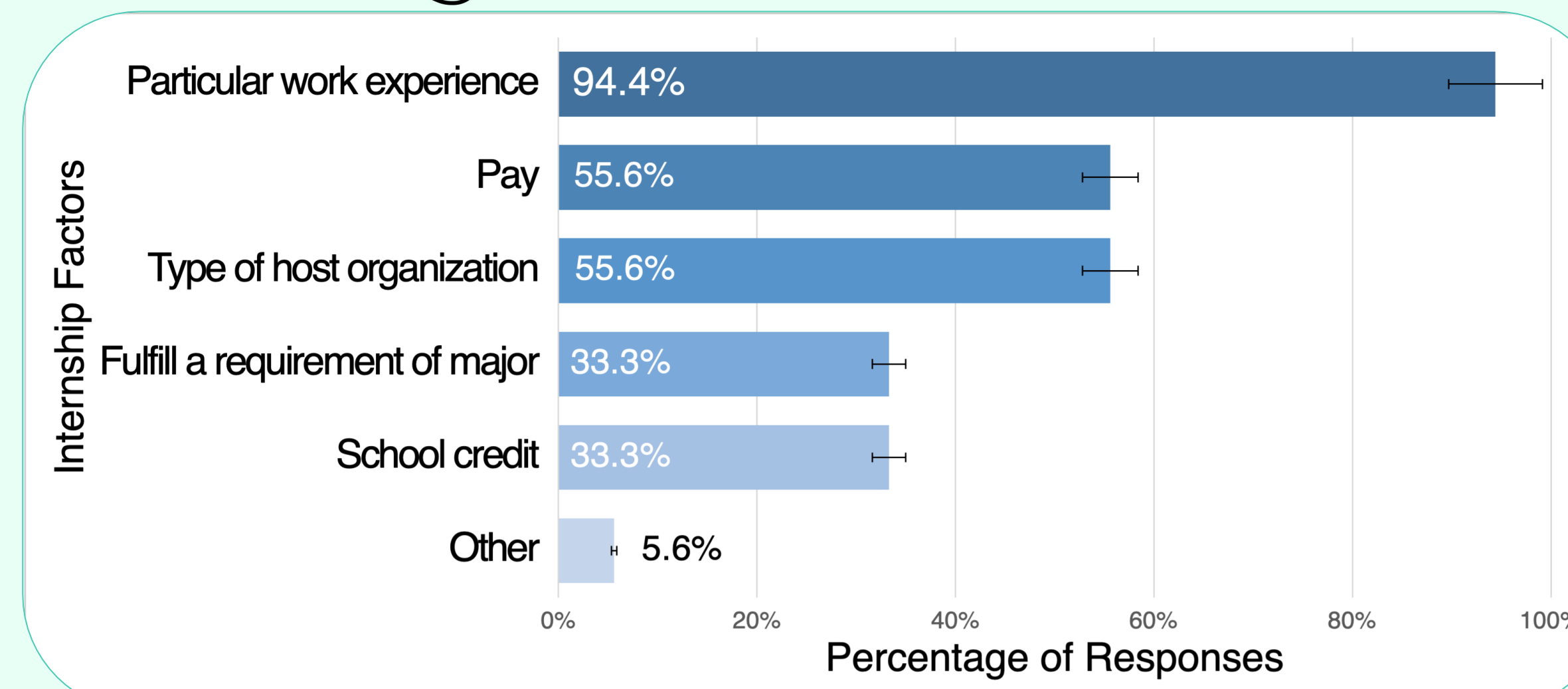


Figure 2. Factors community college students in the MESA program reported they look for in internship opportunities. Other responses mentioned whether the internship matches their interest. There were 18 responses.

- 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

"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



- 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



Figure 3. A word cloud made from MESA student advisor responses when asked what methods both they and their students use to look for internship opportunities, to show the volume of routes advertisement can take.

- 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

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