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# Hopper 1

How we got here:

- Problem Solving skills sharp - Refuge in studying nature
- Stood out - Familial support to engage w/science
- From childhood, scientific literature fascinating
- Tangible interactions w/science was stimulating
- Examining natural surroundings
- Books (pictures/visually interesting) inspiration
- "Pick something that interests you, you'll make it work" - TA validating confidence
- "Storytelling critically important"
- "Rebel Girls" "Doesn't matter where you start" - Family "overcoming Fear"
- Degrees from interdisciplinary majors - Diversity in classroom setting (teachers from different backgrounds)
- Curiosity from young age
- Build your skills, look for where you can apply it
- Exploring range of courses to look @ different areas
- Outside opinions try to limit us, they do not succeed
  - Gendered occupations/careers
- Pursuing multiple career paths
  - Skills intersected

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- Mastering skill sets
- What's easy is not necessarily what's best for you
- Avoiding isolation (geographic & intellectual)
- Many paths
- Watch for opportunities

- Degrees from interdisciplinary programs
- Community from young age
- Build your skills, look for where you can apply it
- Exploring range of courses to look @ different areas
- Outside opinions try to limit BS, they do not succeed
- Consider occupations/careers
- Pursuing unique career paths
- Be an innovator

## Hopper 2

### Retention Methods

- Diversity workshops
- Faculty Mentoring

- Pre sabbatical, reduced teaching load
  - sabbatical
- Undergraduate Research opportunities
  - Start as early as first year
  - Financial support for research
  - Programs w/ connection to other institutions
- Humanities & Social Sciences are options for classes alongside
  - Initiatives to formally recruit w/in the school year
- Need study groups
- Women in leadership positions
  - Faculty + Student cooperation
- Why students leave
  - Losing STEM faculty
- Financial Burden bc private school
- Not enough faculty (always changing)
  - ~~Need for~~ Multiple students w/ one professor
- Sexual Harassment
  - Already formal social groups
- Academic bullying

commitment to diversifying starts at  
the top

- Woman in leadership roles
- Cooperation between university & department
- Reducing Isolation
  - Peer Group
  - cohort hires / Admission
    - Posse as a model
  - Mentoring
  - Summer Research

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- Not sure what to major in at first
- science camp, interactive setting where all forms of learning meet - Empowerment of women
  - develop strong, close connections w/ students. Form good relationships - switching fields -
  - Parents transfer their passion onto children
  - lesson plans to teach youth about astronomy
  - Great exposure for kids coming from urban areas
  - Kids are so expansive in the way they think
  - Common Link: "Doesn't come easily, even though you enjoy it"
  - Accepting Failures "Mastering something that challenges us"
  - Separated groups (geographically located) "Usually people do not want to do hard things, but if you're willing you'll be the first to solve"
- Q: Do we focus on recruitment or retainment?
- Are our choices really ours? - Men change the setting
  - Found out what he didn't want to do > Less comfortable
  - You don't need to be an expert @ everything > "Don't want to appear smart"