



BLACK MALES in ENGINEERING

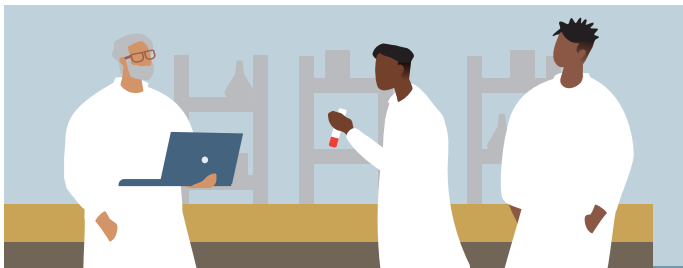
"No one says it'll be easy, but it's worth it!" -Brian A. Burt, Ph.D.

College Support

Common Deterrents To STEM Progress

Black males experience many barriers (not due to a lack of academic preparation or capability). These barriers often serve as roadblocks threatening their long-term participation in science, technology, engineering, and mathematics (STEM). Some deterrents include:

- Underrepresentation of other Black male faculty and students in STEM
- Racial microaggressions from faculty, staff, students, and community members
- Low expectations of STEM capabilities from peers and advisors
- Pressure to represent their entire race in STEM environments (department, classrooms, research lab)
- Lack of sense of belonging to both the campus and institutional communities



Reflection Questions For Advisors And Mentors

- What assumptions do I make about what talent, brilliance, high-achievement looks like?
- What are my Black male student's strengths? How might my Black male student's strengths be assets to his progress in STEM?
- What systemic roadblocks might I foresee serving as a barrier for my high-achieving, underrepresented Black male student? In what ways can I proactively help address those roadblocks for my Black male student?
- When underrepresented in STEM, what unique steps can I take to mentor/advise my high-achieving, intellectually curious, Black male student in ways different than my more represented students?
- What practices and activities can I implement to further strengthen my Black male student's sense of self, confidence, and STEM identity?

Of the
798,534
US graduate students enrolled in STEM
programs in 2022,
only **2%** were Black males

Tips For Advisors And Mentors

- Recognize that there is no one-size-fits-all model for advising and mentoring students; adjust practices based on a student's needs
- Advise and mentor students through a wholeness and caring perspective
- Encourage and affirm your mentee's STEM identity and capabilities
- Connect your Black male student to other community members (outside of the university) to help strengthen his sense of self and confidence
- Encourage and facilitate healthy peer-to-peer connections and collaborations



For more information visit
blackmalesinengineering.org

