

# DIVERSITY, INCLUSION & ACCESS

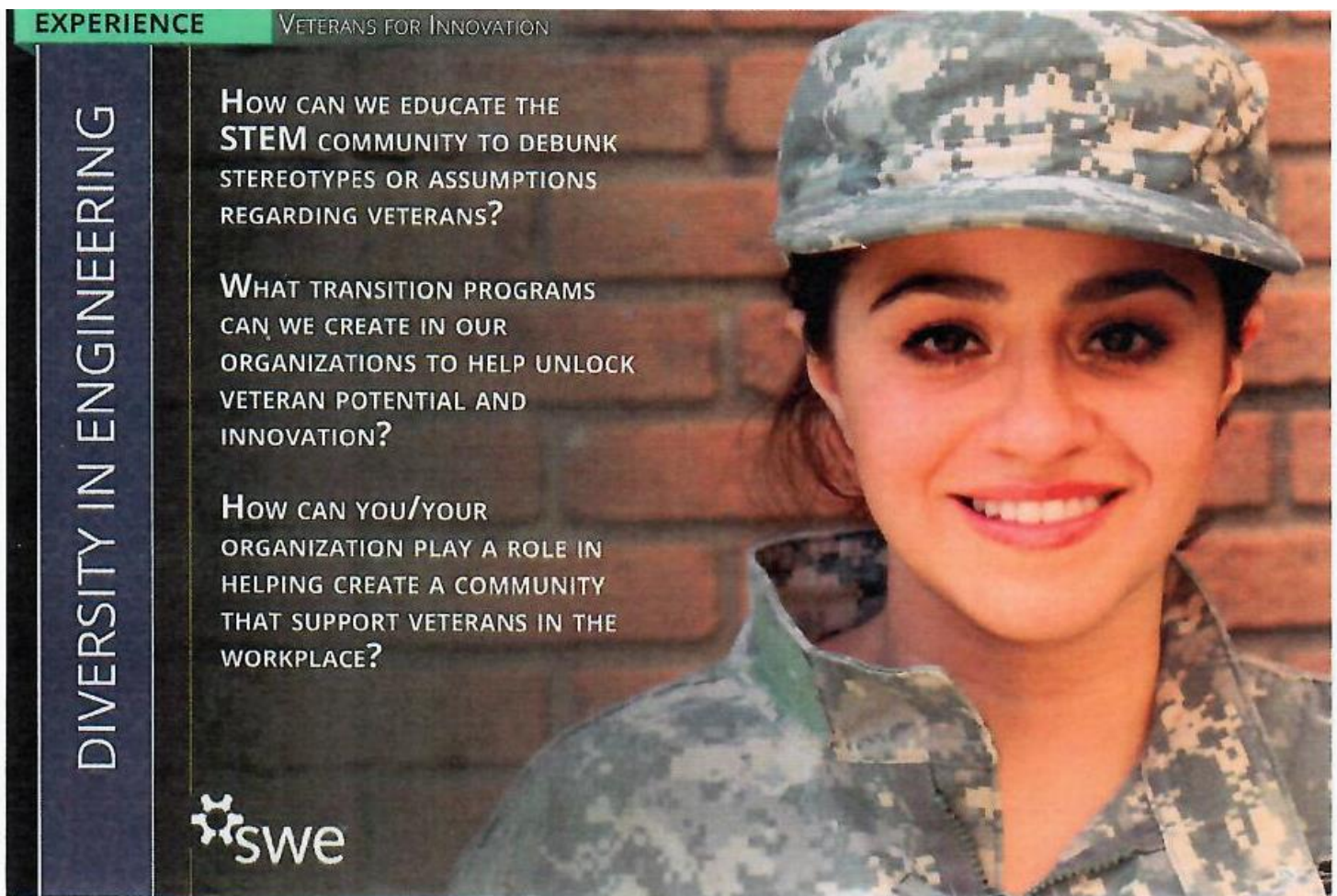
[mines.edu/diversity](https://mines.edu/diversity)

## Inclusion Icebreakers: Underrepresented Groups

### Veterans

How to use this Inclusion Solution card in a group setting:

- Review the questions on the front of the card to help anchor the topic
- Extend a few minutes of personal reflection
- Ask individuals to relate the topic to the current work environment and/or campus climate and what a future state might look like
- Create a dialogue on how the topic might create innovative thoughts, new direction for programs/classroom instruction/services, or ways to address challenges in the work environment and the campus climate




**EXPERIENCE** VETERANS FOR INNOVATION

**DIVERSITY IN ENGINEERING**

**HOW CAN WE EDUCATE THE STEM COMMUNITY TO DEBUNK STEREOTYPES OR ASSUMPTIONS REGARDING VETERANS?**

**WHAT TRANSITION PROGRAMS CAN WE CREATE IN OUR ORGANIZATIONS TO HELP UNLOCK VETERAN POTENTIAL AND INNOVATION?**

**HOW CAN YOU/YOUR ORGANIZATION PLAY A ROLE IN HELPING CREATE A COMMUNITY THAT SUPPORT VETERANS IN THE WORKPLACE?**

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# DIVERSITY & INCLUSION

## EXPERIENCE

### Veterans for Innovation

According to the United States Bureau of Labor Statistics, the number of STEM jobs is expected to increase 55 percent faster than non-STEM jobs over the next 10 years—yet there aren't enough people to fill the positions.

People with military experience are no strangers to stereotypes or biases. There continues to be a range of assumptions about how military experience with war may impact others on a team, how "military" skills translate to the workplace and the level of support needed for veterans to "reenter" the civilian sector.

The veteran population is one of the few groups that can cut across all demographics and subcultures. Veterans typically have experience working in high-stress environments that require quick thinking to solve complex problems—a valuable skillset sought after in STEM, as it can lead to new and innovative solutions. In addition to being strong candidates for STEM careers (based on experience as engineers, medics, or technicians), veterans also offer their leadership ability, which is often hard to come by when seeking talent.

Many organizations have recognized the value veterans can bring and are partnering with other organizations or tapping into affinity groups to help them leverage the military experience of their veterans and create an organization where military values can thrive.

#### Leveraging Military Leadership Program (LMLP)

Exelis, Korn Ferry, and Points of Light have teamed up to create a training program that provides coaching for military men and women to help them move forward into civilian roles. The LMLP helps veterans apply their military leadership and experience in new environments, utilizing executive coaches and talent management experts to help transition veterans and translate their leadership skills to the civilian sector.

#### 'Enlisting' your veterans

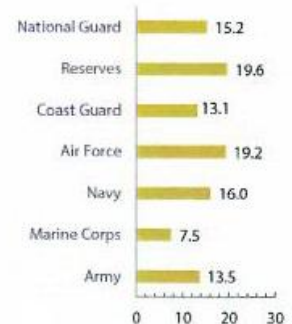
Allstate Insurance has "enlisted" their veterans' affinity group to help the company think about how Allstate can recruit and retain veterans. Through this initiative, Allstate has learned how to connect to veteran values and culture by offering extensive training programs and laying out a clear career path for veterans within the organization.

### WOMEN ON THE FRONT LINES

#### OPERATION DESERT STORM

Approximately **41,000** women were deployed to Operation Desert Storm in Iraq, making it the largest single deployment of U.S. military women in history.

#### ACTIVE DUTY



SOURCE: U.S. Department of Veterans Affairs, [allstateveterans.com](http://www.allstateveterans.com) (<http://www.allstateveterans.com>), Nielsen, *Serving Today's Military, "For Veterans to Prosper in STEM Workforce, Employers Need to Help With Post-Military Transition."* *Women in the Military Statistics*, 2013. <http://www.statisticbrain.com/women-in-the-military-statistics/>.

Associated group and services at Mines

- [Veterans Services](#)
- [Mines Veterans Alliance](#)

Reference:

"Inclusion Solutions: Discussing a Diverse Culture is in the Cards," *Lessons Learned Consulting, Inc.*, 2016.