Inclusion Icebreakers: Underrepresented Groups

Latinx

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
**Diversity & Inclusion**

**Demographics**

**Hispanics in STEM**

With over 54 million strong, the Hispanic population is the largest minority segment in the United States and is growing at a dramatic rate. The United States Census Bureau projects it will be 25 percent of the United States population by 2050.

Latinos are affecting every aspect of the national landscape—from pop culture, the workforce, consumption, politics, and America’s identity as a nation. Their cultural experience makes them invaluable as inclusive leaders and as contributors to teams tasked with expanding or creating new markets.

The STEM talent shortage continues to draw concern for the United States economy as baby boomers are soon to retire, leaving many STEM jobs unfilled and taking their knowledge and experience with them. Raytheon’s STEM Index report found that although there is an increase in STEM education and careers, representation of women and minorities is still far behind. According to a report by Excelencia in Education, only 2 percent of all higher education institutions graduated 33 percent of Latinos who earned STEM degrees in 2013. Change the Equation, a STEM advocacy group, found that the STEM workforce is no more diverse now than it was 14 years ago, and in some aspects the gap is widening. The National Science Board also found women and minorities remain underrepresented in the STEM fields.

Part of the challenge is the “geeks in lab coats” stereotype of jobs in STEM and the lack of awareness of how far the STEM field can reach. Although the general public often thinks of rocket scientists as a common STEM job, dental hygienists and occupational therapist (for example) are also STEM jobs. Here is one compelling example of the changing face of STEM within the Latino community:

**Jordi Munoz, founder of 3D Robotics**

In 2007, Jordi Munoz hacked the sensors on his Nintendo Wii controller, wrote some code and gave birth to the first autopiloted drone. Two years later Munoz and partner Chris Anderson launched 3D Robotics, making $5 million in revenue by 2011. Fast forward to today, 3D Robotics has raised over $85 million in venture capital, has more than 180 employees in North America and over 30,000 customers worldwide.

**Associated groups at Mines**

- Student Organization: Society of Hispanic Professional Engineers
- Employee Resource Group: **Latinx Mines Community Alliance**

**Reference:**

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