

# DIVERSITY, INCLUSION & ACCESS

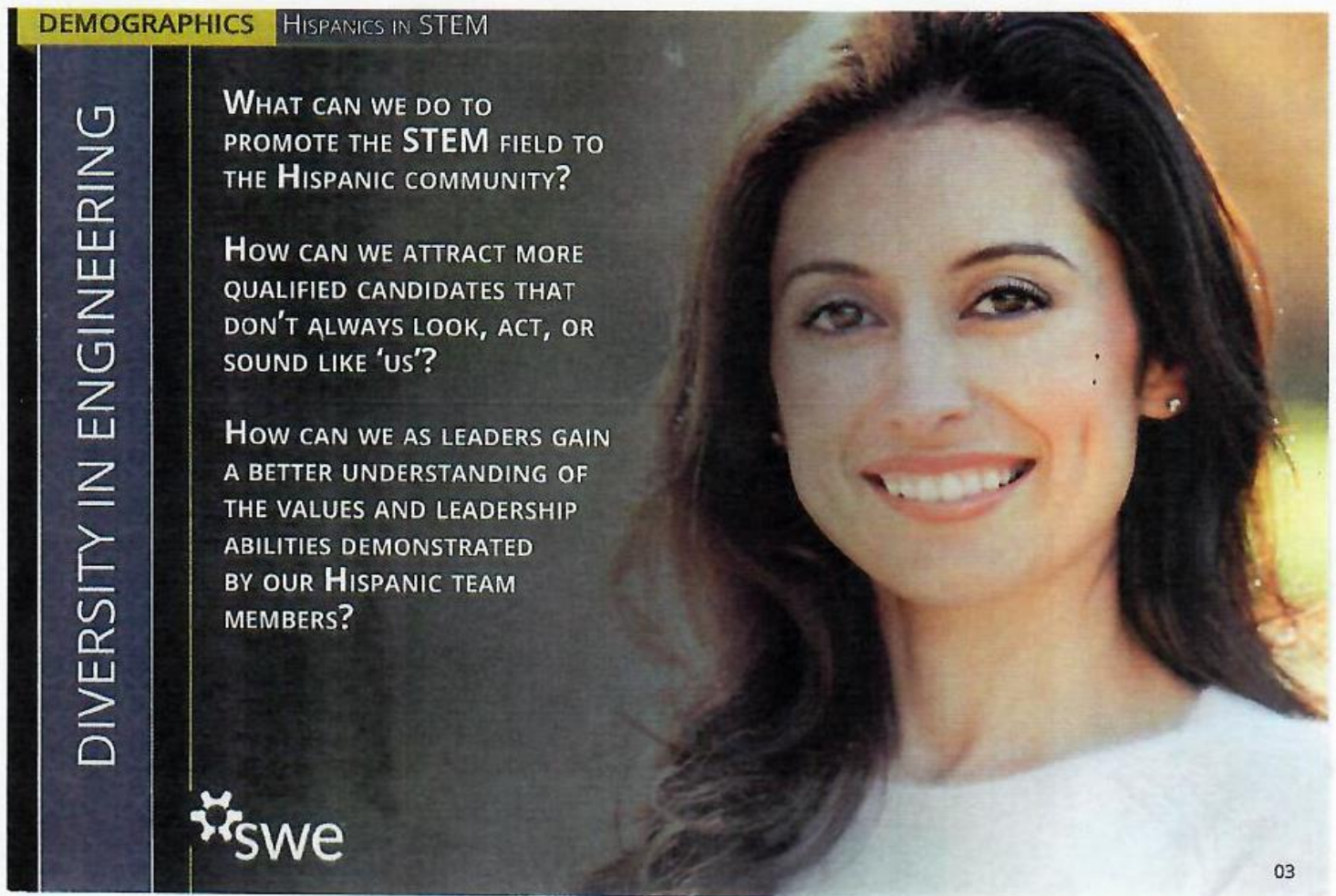
[mines.edu/diversity](https://mines.edu/diversity)

## 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



The image shows a presentation slide titled "DEMOGRAPHICS HISPANICS IN STEM". On the left, a vertical banner reads "DIVERSITY IN ENGINEERING". The main content area contains three questions: "WHAT CAN WE DO TO PROMOTE THE STEM FIELD TO THE HISPANIC COMMUNITY?", "HOW CAN WE ATTRACT MORE QUALIFIED CANDIDATES THAT DON'T ALWAYS LOOK, ACT, OR SOUND LIKE 'US'?", and "HOW CAN WE AS LEADERS GAIN A BETTER UNDERSTANDING OF THE VALUES AND LEADERSHIP ABILITIES DEMONSTRATED BY OUR HISPANIC TEAM MEMBERS?". The slide features a background image of a smiling woman with dark hair. At the bottom left is the "swe" logo (a gear icon next to the letters "swe"). At the bottom right is the page number "03".

# 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 most minorities are 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 gaps are widening. The National Science Board also found women and minorities remain underrepresented in the STEM fields.

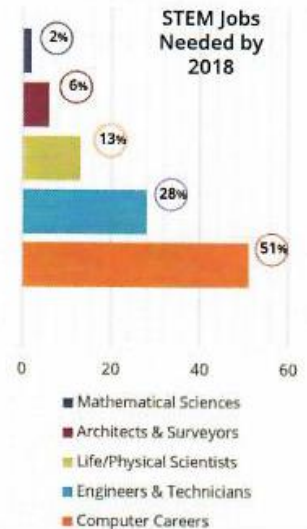
Part of the challenge is the "geeks in lab coats" stereotype of jobs in STEM and the lack of awareness to how far the STEM field can reach. Although the general public often thinks of rocket scientists as a common STEM job, dental hygienists and occupational therapist (for example) are also STEM jobs. 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.

#### DID YOU KNOW?

Hispanic Americans are the most diverse multicultural group in the United States. They come from more than 20 different Spanish-speaking countries.



SOURCE: The 2015 U.S. News/Ratheon STEM Index, <http://www.usnews.com/news/stem-index/articles/2015/06/29/the-2015-us-news-raytheon-stem-index>; Top Hispanic Entrepreneurs in America, 2015, <http://www.cnn.com/2015/05/01/the-top-hispanic-entrepreneurs-in-america.html?slide=11>; Stem Jobs Needed by 2018 (Infographic), <http://cdn.business2community.com/wp-content/uploads/2013/11/stem-jobs-infographic.jpg>.

#### 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.