

STEM ADVANTAGE

ADVANCING EQUITY THROUGH EDUCATION

February 2024 Newsletter

Throughout Black History Month, we've showcased (via social media) stories of Black leaders pioneering paths for future generations in STEM, underscoring their significance and illustrating how each of us can contribute to expanding opportunities for generations to come. Sharing a few summaries below.

Please follow us at <http://linkedin.com/company/stem-advantage> to read the full stories and be inspired every week as we share stories and experiences from our Scholars, alumni, and community.

Celebrating a Few of Our Alumni



THE VITAL ROLE OF BLACK MENTORSHIP IN STEM



KEVIN GRAY WITH STEM ADVANTAGE MENTEES
CHARLES B. AND JARED L.

By Kevin Gray, CIO at City of Burbank

I recently came across a powerful quote from Prenti Hemphill's book "You are your best thing: Vulnerability, shame resilience, and the Black experience," which stated, "Healing Black trauma is one of the most worthwhile endeavors we all can undertake." This statement resonated deeply, underscoring the reality of our shared trauma and the urgent need for healing—with mentorship emerging as a vital tool in this journey towards healing.

In today's society, the importance of Black mentorship cannot be emphasized enough. I've always tried to do my part for the community and mentor young people, whether it's through coaching pop warner football or baseball, serving on boards that serve youth, or acting as a mentor to STEM Advantage Scholars. However, my commitment to mentoring young people in my community took on new meaning when I learned of a distressing incident in my neighborhood involving teenagers in a smash-and-grab burglary. The news prompted reflection on the recurring narrative of young lives disrupted by adversity. Unfortunately, tragedies like this are not isolated occurrences, but they represent a broader pattern of dashed potential and unfortunate outcomes for minority youth. Doing my part mentoring no longer felt like enough; I had to convince others to join the cause.

When I try to convince executives of the benefits of mentorship, I focus on three things: the impact on the student, the impact on the executive, and the impact on STEM overall. ...

Read Kevin's full blog at <https://stemadvantage.org/stem-blog/>

A Story of Sisterhood and Ally-ship in STEM



By Arlene Semwezi, Personal Lines IT APMO Director at Farmers Insurance

Shoulders, backs and even on the front of the shoes I have stood as they have guided me on the path to my future. Many people impact lives, but one woman set me on the path for my career: Angela, a black woman, a sister, who saw in me the future and made sure that I would be a part of it. Without her guiding me with her steps to success I wouldn't be where I am today, holding the position and title I have, and enjoying the benefits of being a strong black woman in STEM, while also creating opportunities for others. Being from an African family we are taught many things among them to help others, work hard, focus on education, respect others and your elders, and be of good character. Though Angela was not African or from my family her guidance was that of a mother, a sister and a friend reminding me of the very values I learned from my own culture.

Looking back I don't think Angela realized what a profound impact she would have on my career and I know for sure I didn't know it or see it at the time...

STEM Advantage's mentorship program and pay-it-forward model, which form the cornerstone of the organization's mission, are integral to nurturing the next generation of STEM leaders. ...

Read Arlene's full story at <http://linkedin.com/company/stem-advantage>

Honoring the Shoulders Upon Which We Stand



By Christina Guckert, Head of Diversity, Inclusion & Belonging and Emerging Talent at Reddit

To truly pave the way forward, we must acknowledge and learn from the trailblazers who preceded us. Tune in as Christina shares the inspiring journey of Hattie Scott Petterson, a black woman who became the first in the US to earn a degree in civil engineering.

View Christina's video at <http://linkedin.com/company/stem-advantage>

STEM Advantage champions diverse representation in STEM, recognizing its crucial role in ensuring that everyone can envision themselves as successful contributors to the field.

Seeking Internships & Early Career Jobs

Did you know... Over 80% of internships and jobs are found through networking!

Please help us help talented women and underserved communities. If you, or someone you know, offers paid internships and/or hires new graduates, please contact Jasmyn at jasmyn@stemadvantage.org or Beatriz at beatriz@stemadvantage.org

Invest in Diverse STEM Talent

Talent is equally distributed, but opportunity is not. STEM Advantage mentors,

prepares, and inspires women and underserved communities, primarily first-generation college students from low-income families, for STEM careers providing economic and social mobility to underserved groups and a vetted pipeline of diverse talent to businesses to fill their workforce needs. 100% of your tax-deductible gift supports STEM Advantage Scholars.

Thank you for making an investment that is changing lives!

[DONATE NOW](#)

To learn more and get involved, contact Lee Ann Kline at leann@stemadvantage.org, visit our website <http://www.stemadvantage.org>, and follow us on social media.



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