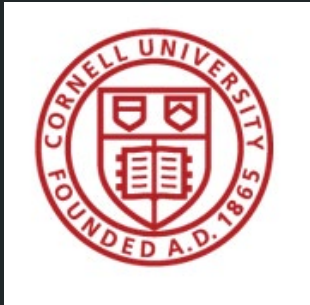




The Diversity Preview Weekend



Drea Darby
PhD Candidate Entomology
DPW Co-leader

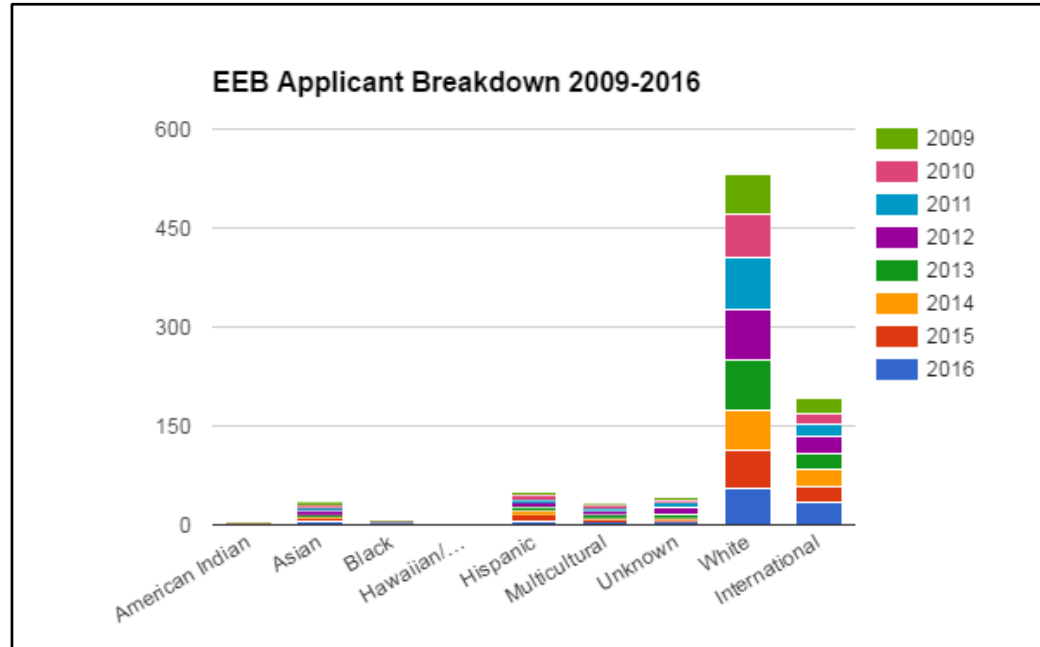


drea_drby

Problem:

Few underrepresented students in Dept. of Ecology and Evolutionary Biology

Cause: Very few applying



Solution:

A pre-recruitment event

- Bring underrepresented students to preview graduate school
- Planning started in Spring 2016
- First Diversity Preview Weekend held in Spring 2017



DPW aims to increase matriculation to graduate schools

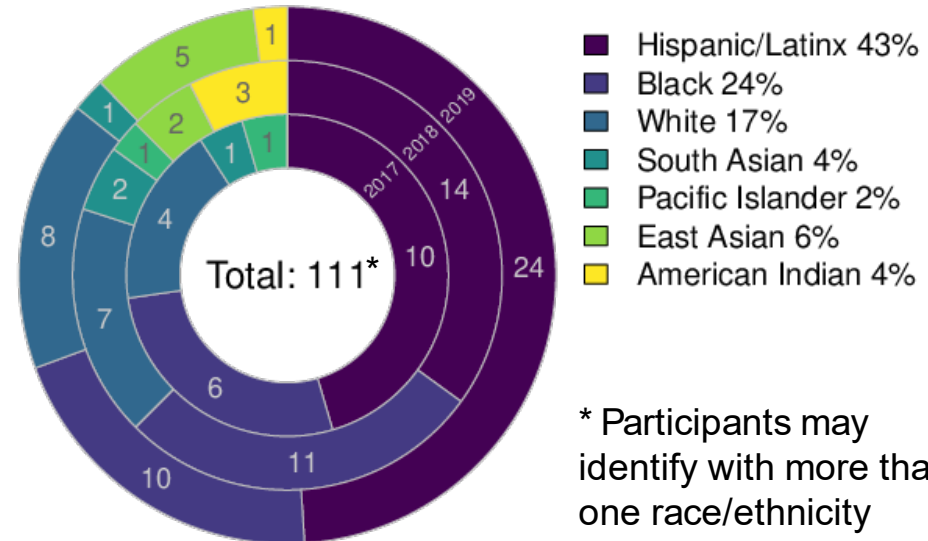
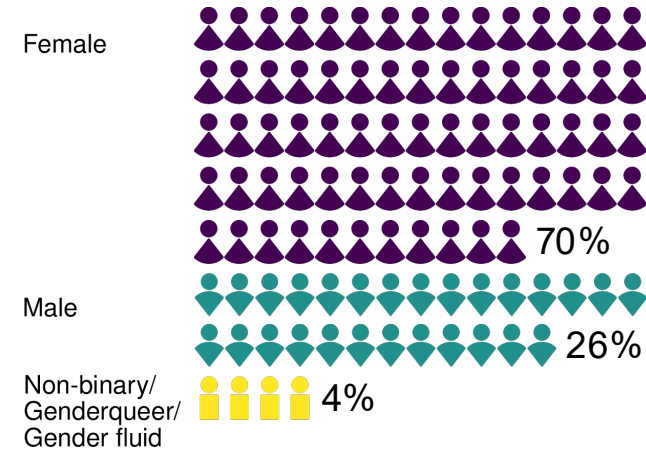
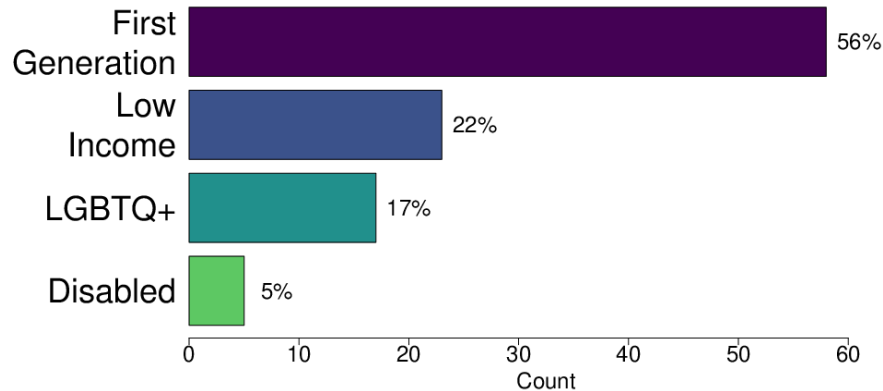
- Close gaps in access
- Empower participants to apply
 - Cornell and other institutions
- Grad Student led initiative
 - Ecology and Evolutionary Biology
 - Entomology
 - School of Integrative Plant Sciences



Our backgrounds are diverse

Recruited students from a variety of underrepresented backgrounds

- Over half of participants are first-gen
- Over 83% of are racial minorities



* Participants may identify with more than one race/ethnicity

Four days of workshops, networking, and learning

Grad-School 101 Workshop



How to Interview Workshop and



Four days of workshops, networking, and learning

Tours of Campus and
Department Facilities



Personal Statement,
Fellowship and CV Workshops



Four days of workshops, networking, and learning

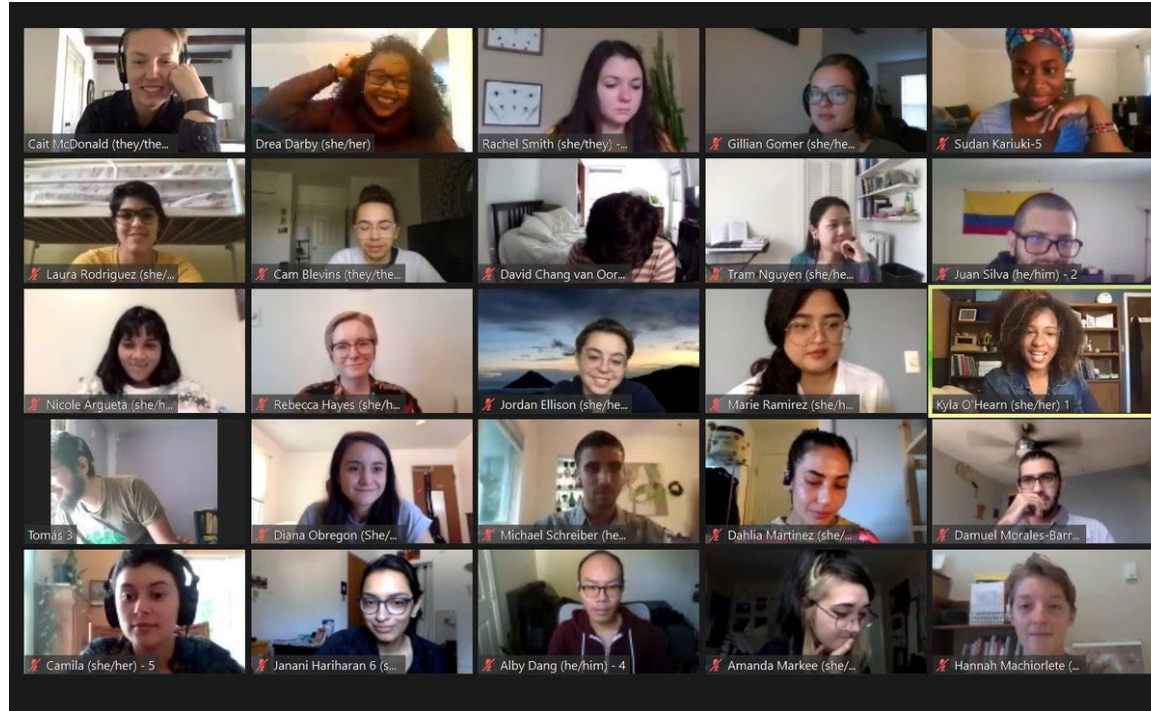
Research Fair and
Student Life Talks



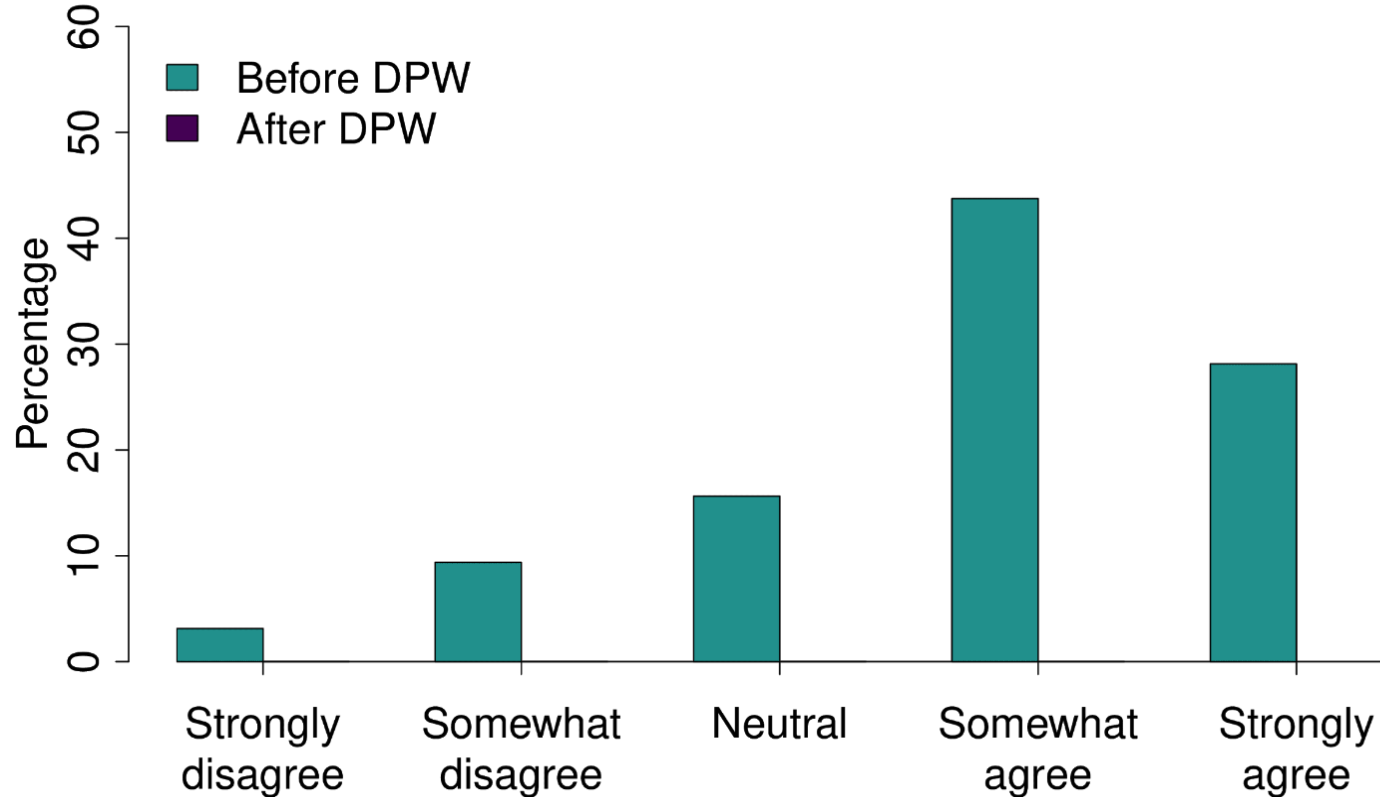
Discussion of ethnic and
cultural identities in STEM



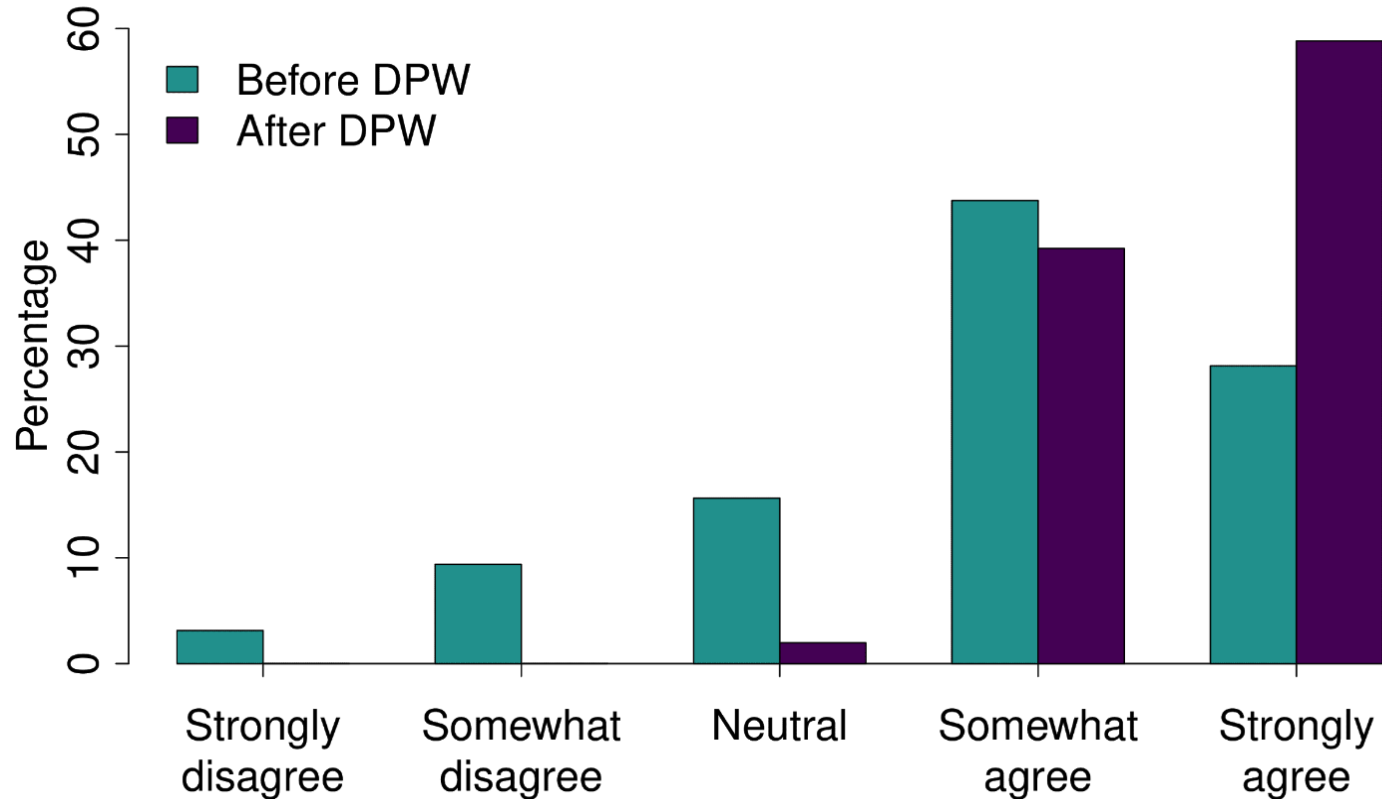
Virtual DPW 2020



“I believe I have the skills to succeed in graduate school.”



“I believe I have the skills to succeed in graduate school.”



Quotes from attendees

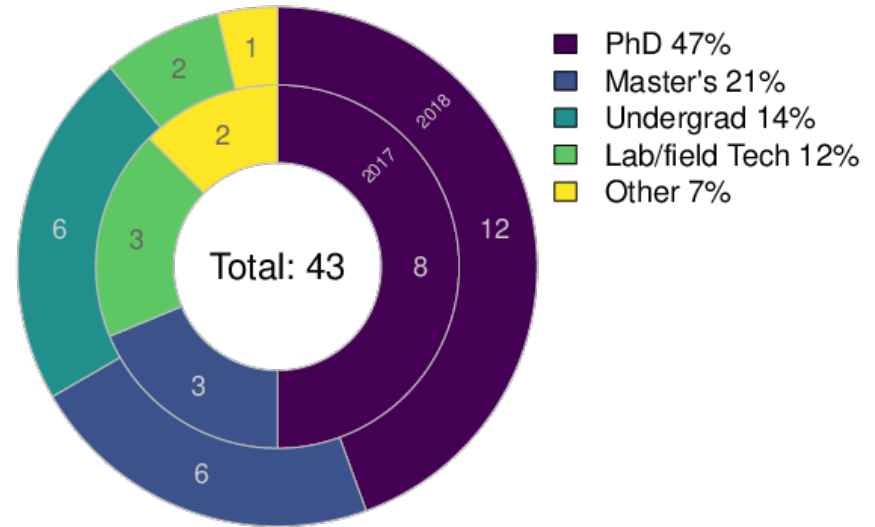
“Just being able to meet diverse students from all backgrounds that were interested in ecology was awesome. “

“I’ll be applying to Cornell for grad school which I hadn’t considered before.”

“I received an NSF GRFP this year and I 100% would not have without the connections I made...!”

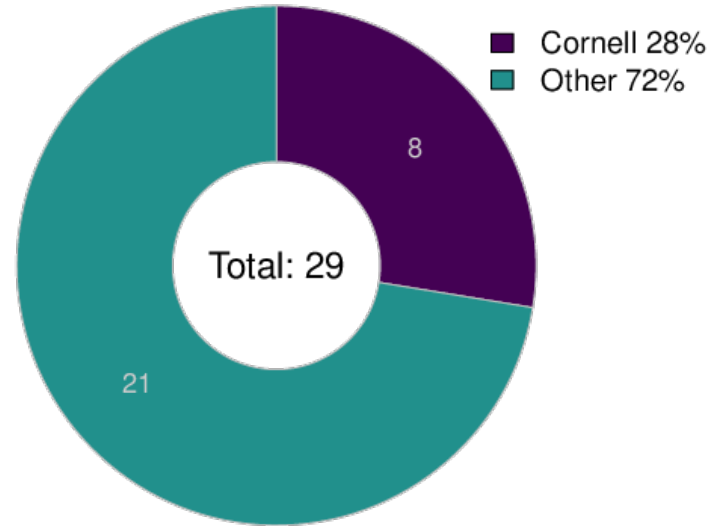
Where we are now (DPW 2017-2018)

- 62 attendees from 2017 & 2018
 - 102 total attendees since 2017
 - DPW 2020 delayed due to COVID-19
- 32 have matriculated to graduate degree programs
 - PhD : 20
 - Masters: 9
- 8 to Cornell University



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Drea as a 2018 DPW Participant



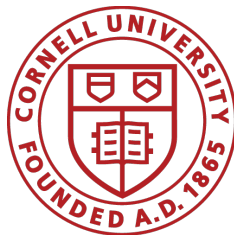
DPW at the institutional level

- Primarily graduate student labor for administration, programming, etc.
 - Parallel grad-student led diversity recruitment weekends have emerged
 - Adjacent DPW-like programs may compete for similar funding resources
- Additional institutional-level support is necessary to sustain the program
 - Enables sustainable sources of funding and leadership
 - Made available to broader programs to participate
- DPW co-leaders drafted a proposed for institutionalization
 - Currently waiting for Dean Boor to meet with Deans of the colleges

How can Grad Students advocate for programs like this?

- Request from DGS or GFA for stats on the application, admission, retention, and graduation of students from groups historically underrepresented in your fields
- Draft a joint letter of graduate students/postdocs to department chair and faculty
 - Highlight:
 - The issue and concerns
 - Why it matters
 - Proposed solutions (ie a pre-recruitment weekend)

Acknowledgements



Cornell **CALS**
College of Agriculture and Life Sciences

Current DPW 2021 Co-Leaders

- Noah Brady
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- David Esparza
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- Morgan Irons
- Diana Obregon
- Aimee Schulz
- Lillian Senn
- Juan Silva

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Initiating DPW Alumni

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- Gregor Seigmund
- Cinnamon Mittan
- Cait McDonald
- Nick Feltcher
- Natalie Hoffmeister
- Allison Tracy
- Ni Feng
- Cornelia Twining

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Funding sources

The Department of
Ecology & Evolutionary Biology

School of Integrative Plant Science

Department of Entomology

Office of Inclusion and Student Engagement

Graduate and Professional Student Assembly

Diversity Programs in Engineering



Cornell CALS
College of Agriculture and Life Sciences



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