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The National Science Foundation (NSF) seeks to increase the participation of women, underrepresented minorities, and persons with disabilities in STEM (science, technology, engineering, and mathematics). To learn about Advanced Technological Education (ATE) program grantees' efforts to recruit and retain individuals from specific groups (whether based on gender, race/ethnicity, disability, geography, or veteran status) in their technician education programs, EvaluATE included 1 close-ended and 3 open-ended questions on the 2012 survey of ATE grantees. The questions were as follows:

- Has your project/center ever undertaken any special efforts to broaden the participation of underrepresented groups (e.g., ethnicity, disability, geography, veteran status, gender) in STEM fields? [yes/no]
- What group(s) have you targeted?

If you have targeted more than one group, answer the next questions for the group you gave the most attention.

- What specific strategies have you implemented to increase participation among this group?
- What was the outcome of these efforts?

This report provides an overview of the strategies being used by ATE grantees to increase participation of underrepresented groups, as described in the responses to these survey questions. *A more in-depth analysis is forthcoming.*

Targeted Groups

Eighty-eight respondents indicated that they had undertaken special efforts to increase the participation of underrepresented groups in their programs. Specific groups targeted include the following (numbers indicate how many respondents identified each group as being targeted):

- Women (53)
- African Americans (20)
- Hispanic/Latinos (33)
- Native Americans (10)
- Veterans (16)
- Pacific Islanders (3)

Some respondents did not list specific groups, but answered that they were trying to broaden the participation of underrepresented minorities.

Strategies

Based on our analysis of the 140 open-ended responses to the question about the specific recruitment and retention strategies being used, we identified six general types of strategies. These types and the number of respondents whose answers were associated with each one are as follows:

- Targeted recruitment (34)
- Intentional partnerships (25)
- Camps and youth programming (14)
- Targeted advertising (11)
- Increased access (10)
- Role models/mentoring (8)