

# **Initiatives to Increase Ethnic Diversity in Natural Resources Majors at the University of Wisconsin-Stevens Point College of Natural Resources**

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**University of Wisconsin-Stevens Point**  
College of Natural Resources

# UW-Stevens Point

- Located in central WI – pop. 25,000
- 9,100 students (47% male, 53% female)
- 120 undergraduate program choices
- Majority of students come from within 90 miles (which is less ethnically diverse, though increasing)
  - Historically, Stevens Point is the second largest Polish settlement in the US. Also, a large German population settled here.



# UW-Stevens Point

- Diversity numbers
  - 1998
    - 260 Students of Color – 3.0%
    - 8348 White/Unknown
  - 2007
    - 479 Students of Color – 5.3%
    - 8473 White/Unknown
  - 2011
    - 663 Student of Color – 7.3%
    - 8422 White/Unknown

What changed?



# UW-Stevens Point

## Diversity Enrollment Trends



	1998	2007	2011
African American	38	98	98
Hispanic/Latino	57	111	191
Native American	68	61	44
SE Asian American	51	146	144
Asian American	46	63	53



# UWSP College of Natural Resources

- Forestry (5 majors)
- Fisheries and Water Resources (3 majors)
- Wildlife Ecology (2 majors)
- Human Dimensions of NR Management (6 options)
- Soil and Waste Management (3 majors)
- Paper Science and Engineering
- 14 minors



# UWSP College of Natural Resources

- 1997-98
  - 28 Students of Color – 2.2%
  - 1256 White/Unknown
- 2007-08
  - 32 Students of Color – 2.2%
  - 1392 White/Unknown
- 2011-12
  - 51 Students of Color – 3.2%
  - 19 Multi-race – 1.2%
  - 1515 White/Unknown



We measure success in small numbers!



# UWSP College of Natural Resources

## Diversity Enrollment Trends (CNR Majors)

	1998	2008	2012
African American	2	5	7
Hispanic/Latino	3	13	24
Native American	14	7	13
SE Asian American	0	0	1
Asian American	9	7	5
(Multi-race)	?	?	19



# CNR Recruitment Efforts

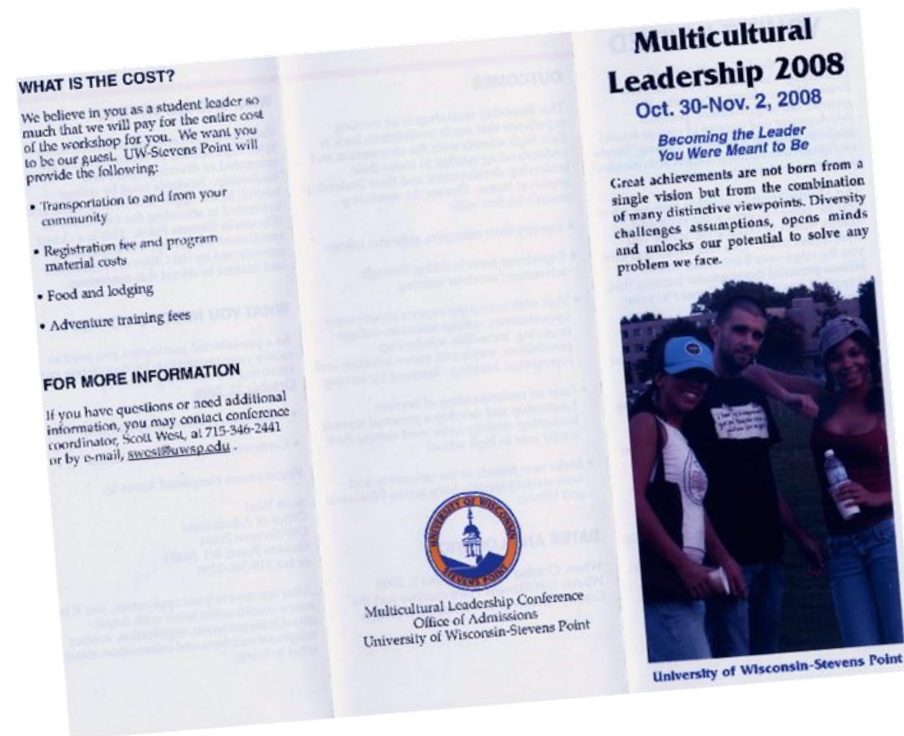
- Recruitment Coordinator position
- **NR Specific Contacts**, return visits & repeated contact
  - Milwaukee
    - Growing Power (Will Allen, CEO on CNR Advisory Board)
    - Milwaukee Conservation Leadership Corps
    - Urban Ecology Center Outdoor Leaders program
  - Chicago
    - Center for Conservation Leadership
    - Brookfield Zoo, Chicago Youth Conservation Corps
  - Next Step: Scholarship for incoming freshman
  - Next Step: Natural Resources Leadership Conference (WI DPI grant)
- Youth Group Leaders on campus (NRES 605 or campus tour)





# Multicultural Leadership Conference

- Since 2004 consistently held
- Waiting list of 30 plus for 50 seats
  - Milwaukee youth primarily
  - Junior status, college bound
- 50% or more consistently apply to UWSP after conference
- Will model NR Leadership Conference after this program



# Multicultural Leadership Conference

- Agenda
  - Team building and “What Color is your Parachute”
  - Admissions, financial aid, UWSP info
  - Tour campus and community; meet leaders
  - Major information sessions/hands-on
  - Group activities: roller skating, swimming, bowling
  - Student Panel (diversity students)
  - Diversity student in Stevens Point/“Keeping it Real”



# NRES 605

- Since 1983, the CNR has sponsored a 3-day workshop for Science Teachers and Guidance Counselors on “***Careers in Natural Resources***”.
- 287 Teachers and Counselors from 206 schools have attended (2010).
  - *Brainstorm how to get students interested in NR Careers*
  - *Assignment related to educating youth about NR Careers/Majors*
- Focus has broadened to also invite youth group leaders (i.e. Growing Power, MCLC, etc...) and teachers from schools with high diversity.
  - *Brainstorm how to get diversity students interested in NR Careers*
  - *Assignment is more flexible and allows educator or youth coordinator to develop something specific to their needs*



# Barriers



## Campus

- Lack of Campus Knowledge (get bodies on campus)
  - Fear of leaving their comfort zone & culture (Acknowledge difficulty and differences)
- Lack of Trust (repeat visits, phone calls, emails, text)
- High School or Community College preparation lacking (Midstate Bridge Program/ACT Prep)

## CNR

- Lack of Career Knowledge (relate to them)
  - Teacher, Doctor, Lawyer, (CSI) syndrome – don't understand NR Careers
  - Lack of positive environmental experiences
  - Environmental/Social Justice concerns



# Retention Efforts

- Continue with Positive Environmental Experiences
  - Professional student organizations
  - Partnerships (DNR, Faculty Research, Summer positions)
- Connections and Cultural Sensitivity
  - Curriculum – Is it relevant? EthnoCentric vs Enthnorelative
  - MANRRS
  - MS PHDs and other support groups
- Door open policy



"Wilderness is the raw material out of which man has hammered the artifact called civilization. Wilderness was never a homogenous raw material. It was very diverse, and the resulting artifacts are very diverse. These differences in the end product are known as cultures. The rich diversity of the world's cultures reflects a corresponding diversity in the wilds that gave them birth."

- Aldo Leopold



Thank you and questions?

