

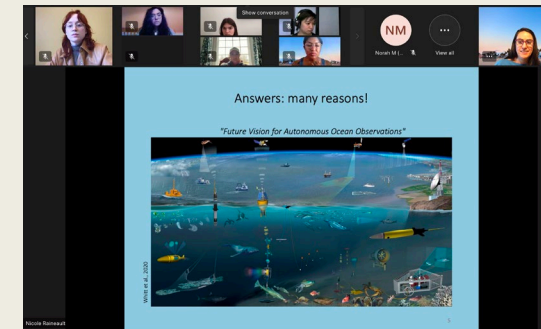
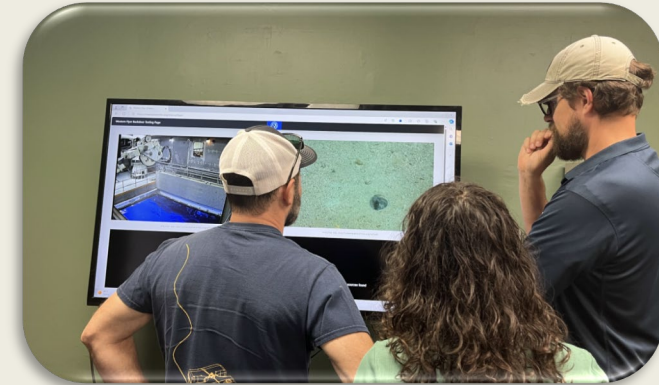
Peerside: Sustained Program for Career Networking and Mentorship in Ocean STEAM

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The PEERSIDESM Model

- Mentees: Undergrads from 2-year and 4-year institutions, grad students, early career post-grads
 - Engage in:
 - Professional development webinars
 - Expedition, experiential learning and remote science opportunities
 - Sustained community and mentorship through career stages
 - Project and final deliverable development
- Mentors: Various ocean science professionals committed to providing guidance through mentorship
 - Provided:
 - Mentorship training
 - Change to develop new science and technical skills
 - Expedition planning and research opportunities
 - Professional development
 - Networking



A Unique Approach to Fostering Diversity in Ocean Sciences

- Helping partners achieve programmatic mission and goals
 - Augmenting partner objectives
- Wide range of student participation
 - Not solely focused on traditional undergraduates
- Providing adequate support for diverse and inclusive participation
 - Giving administrative and science support to provide experiential learning opportunities
- Exposing participants to varied ocean science professionals and experiences through field trips and webinars



Assessing Impacts: Current Evaluation Efforts and Future Directions

- Current:
 - Mentee deliverables
 - Guided Personal Reflections
 - Mentors and mentees provide feedback on the mentorship relationship, program experiences and career impacts
- Future:
 - Structured interviews
 - In development for implementation
 - Alumni check-ins
 - For tracking continued connection to ocean STEAM initiatives



Challenges and Lessons Learned

- Program personnel efforts and time need to be scaled appropriately.
- Mentee selection needs to be multi-dimensional
- Adequate flexibility, support, and open communication is key
 - There needs to be a balance between transparency and not overwhelming participants with tasks and details
 - Administrative support structures need to be provided
- Varied levels of support provided to mentees
 - Regular mentor trainings and check-ins needed to ensure adequate engagement
- Adequate payment structures need to be in place for participants
 - Associated accountability for program participation
- Limitations on diversity messaging
 - Legislative impacts



Student Impact Statement

“Participating in Peerside has completely altered the strict perspective I had of what a scientist is and now without those arbitrary confines, I feel like I can see myself in science. I believe that is one of the powers of representation.”

