

**(U) Actions to Improve Racial and Ethnic Diversity and Inclusion (D&I) in the U~S. Military**

**Recommendation #9 Comprehensive Meeting #8 (U)** Recommendation #9: “Offer pathway programs or internships in Science, Technology, Engineering, and Mathematics (STEM) Fields in Conjunction with Junior Reserve Officer Training Corps (JROTC) Programs” On September 29, 2021, the DoD Diversity Operations Management Center (DMOC) hosted a tele-meeting facilitated by the office of Civil Military Program’s (CMP). Attending were key Joint Service and Inter-Agency stakeholders including DoD DMOC, DoD STEM, and Service level STEM and JROTC offices as well as external Departments and Agencies (D&As) including Education Department (ED), National Science Foundation (NSF), and the National Initiative for Cyber-Security Education (NICE). After opening remarks, the stakeholders were introduced to the Navy’s Science and Engineering Apprentice Program (SEAP) both as a model to possibly use to establish similar programs across the Services as well as leverage the opportunity to enroll cadets for the 2022 season (see attached flyer and <https://navalsteminterns.us/seap/index.html>). Naval STEM advised DoD STEM has a portal containing all STEM opportunities within DoD. CMP requested DoD STEM provide an introductory presentation and an information sheet formatted so that the JROTC programs can easily disseminate it to their instructors to facilitate applications by cadets. During the DMOC update, CMP pointed out how important education, community outreach, and diversity are to the new Under Secretary (Personnel and Readiness) (USD (P&R)) Hon. Gilbert Cisneros (<https://prhome.defense.gov/Leadership/gilbertCisneros/>) who spent over an hour and a half participating in another DMOC meeting with Presidents of colleges and universities serving primarily under-represented students. There is a strong sense that Recommendation #9’s objective will likely resonate similarly with the USD (P&R). The Service updates revealed the Flight Academy program is saturated and cannot accept participants from other Services. Naval STEM requested an off-line meeting with CMP. The NICE representative reminded everyone that October is Cyber Security Awareness Month and will provide additional information for stakeholders to distribute. **WAY AHEAD:** In Fiscal Year 2022 (FY22) Recommendation #9’s focus shifts to three primary objectives: 9.5 Including (new) Pathway and Internship Programs; 9.6 Institutionalizing Processes; and 9.7 Identifying and Addressing Barriers to achieving objective 9.5. and a secondary objective 9.5 Oversight and Sustainment of existing Pathway and Internship programs. The JROTC community requested clear guidance prior to 3QFY22 regarding reporting expectations for the performance of initiatives in 9.5. Since the DoD STEM Internship application process is decentralized, the JROTC program offices request STEM mentors advise they STEM offices of any JROTC cadets applying/participating in their programs. If feasible, a data field for JROTC should be added to the DoD STEM Internship applications for the FY23 season. The DoD STEM education opportunities portal should be the “topic of interest, so it was requested this centralized portal be a focused program during 1QFY22 (preferably October) to introduce the JROTC community to the portal’s capabilities and processes as well as providing “how to” instructions that can be disseminated to JROTC program schools. Several small group meetings will be scheduled to focus on specific issues. Next scheduled “comprehensive stakeholder” meeting is Wednesday October 27<sup>th</sup> 1-2pm (EDT).

Prepared By: John Paul Cook  
John.p.Cook24.civ@mail.mil  
703-693-8630 (Telework 703-799-3969)