



MILLION GIRLS MOONSHOT

Cultural Relevance



We know that creating an equity focused mindset is the beginning step in creating a more inclusive and empowering STEM learning environment. These guiding documents, exercises, and media are designed to facilitate a deeper dive into understanding equity and inclusion.

Best Practice and Professional Development

For Partners and Networks

Share the following best practices and tools with partners and use them to create professional development for programs in your state.

[Article: Building Culturally Competent Organizations](#)

Learn how you can build a culturally competent organization. A resource developed by the University of Kansas.

[Article: Are you culturally competent? Responding to Kids' Diverse Backgrounds and Experiences](#)

Find out what it means to be culturally competent in afterschool and learn specific strategies you can apply in your setting.

[Article: Do I belong? Gender, Peer Groups, and STEM Achievement](#)

This paper reviews how peer groups can hinder or help girls' and women's sense of belongingness in STEM.

[Podcast: Seeing White](#)

A 14-episode series about race from Duke University for anyone invested in increasing STEM equity.

For the Classroom

[ToolKit: A Guide to Equity and Antiracism for Educators](#)

A toolkit with links to additional resources related to current events and a guide for educators on how to fight racism in their communities.

[Videos: Culturally Responsive: Educator Mindset and Action](#)

Short videos of educators that describe what it means to have a culturally responsive mindset with examples of specific culturally responsive practices in action.

[Personal Reflection: Test Yourself for Hidden Bias](#)

Information about stereotypes and prejudices and the impact they have on students. It includes a link to "Project Implicit", a test to identify your implicit biases.

[Research: Focusing on Cultural Competency in STEM Education](#)

White paper that provides an overview of cultural competency in STEM education. It describes: a) stages and steps of cultural competency, b) culturally responsive teaching practices, and c) strategies for developing a culturally responsive out-of-school STEM program.

[Video: Gloria Ladson-Billings Reframes the Racial Achievement Gap](#)

G. Ladson -Billings gave a talk at the 2007 Urban Sites Network Conference in Washington D.C. where she discusses the term "racial achievement gap" as a construct that considers students as defective and lacking. Instead, she says to approach the achievement gap with a "debt-mindset" instead of a "deficit-mindset" that emphasizes that the achievement gap is complex and systemic.

Additional Virtual Professional Development

Connecting Programs

Are partners looking for additional virtual professional development opportunities to build their understanding of an engineering mindset and equity in STEM?

[Recorded Webinar: Equity in STEM Education](#)

The Connection to Culture - When you think about diversity; how does it show itself? When you stand before your students, do the faces looking back at you look like your own? Most likely your answer is "no". Classrooms, and out-of-school time programs are becoming more culturally, ethnically, and linguistically diverse, which is leading to both challenges and opportunities for educators. Join the National Girls Collaborative Project to learn about research-based best practices on cultural responsiveness. A powerful approach that spans the cultural divide that often exists between educators and students and allows educators to improve STEM engagement and equity.



For professional development events, trainings, and webinars, visit ALACN.org:
"Million Girls Moonshot" page under "Resources"



ALACN is excited to be part of the Million Girls Moonshot, a collective impact initiative designed to increase diversity and equity in STEM. The Million Girls Moonshot will help close the persistent gender gap in STEM fields by engaging one million girls across the United States in STEM pursuits through high-quality, innovative afterschool learning opportunities over the next five years.