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## “I’m still here and I want them to know that”: experiences of chemists with concealable identities in undergraduate research†

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Students with concealable identities, those which are not always visually apparent, must navigate the difficult choice of whether to reveal their concealed identities—a choice that has been found to impact an individual’s psychological well-being. Research that gives voice to those with concealable identities is highly lacking, and subsequently, work that describes the experiences of undergraduate chemists participating in engaged learning opportunities is even more limited. This study utilizes a phenomenographic approach through the theoretical lens of Undergraduate Research Science Capital (URSC) to analyze the experiences of six students as they navigate undergraduate research experiences and the effect of their visible and concealable identities. Though all six students described similar levels of URSC, their experiences, especially as they relate to their concealable identities, help to construct a multi-faceted perspective of undergraduate chemists who engage in undergraduate research. These results highlight the need for multiple approaches to equity efforts to ensure that high-impact practices such as undergraduate research are accessible to all students.

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## Introduction

Engaged learning experiences such as undergraduate research have been found to have highly beneficial outcomes for undergraduate students (Krim *et al.*, 2019; Sandquist *et al.*, 2019). So much so that international organizations such as the American Chemical Society (ACS) and the Royal Society of Chemistry (RSC) called for their inclusion in all undergraduate curricula (American Chemical Society, 2015; Royal Society of Chemistry, 2019). However, few studies explore the pathways that students take to enter undergraduate research experiences (UREs). Barriers that inhibit entry into undergraduate research experiences likely impact some students more frequently or to a greater degree than others, resulting in decreased participation amongst those students and impacting the equity of opportunity for undergraduate research experiences.

Concealable identities are those which are not visually apparent and can include personal characteristics such as sexual orientation or a disability, amongst other identity characteristics

(Crocker *et al.*, 1998). Students can be faced with the choice of revealing these pieces of their lives or leaving them concealed to their peers and mentors, an internal deliberation which often causes stress (Cooper *et al.*, 2020b). While acknowledging that there are very few studies on pathways into UREs, there are even fewer studies of undergraduate research pathways that examine the potential impact of concealable identities specifically on student participation (Cooper *et al.*, 2020a; Bingham, 2021; Haeger *et al.*, 2021). Of those studies, none are specifically focused within the field of chemistry.

In a phenomenographic approach that utilizes a new theoretical model Undergraduate Research Science Capital (URSC), this study describes the experiences of six women related to their participation in undergraduate research in a science discipline. These participants all carry at least one marginalized identity, being a woman in science, and this study explores the impact of their marginalized gender identity and any concealable identities they may have reported, on their participation in undergraduate science research. This work represents an understudied perspective on the experiences of women and those with concealable identities and suggests new potential approaches to improvements of equity in UREs.

## Literature review

**Pathways into UREs.** Though the positive outcomes of UREs are well established, particularly for students with identities that are underrepresented in science, few previous studies have

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web sep 5 2019 the fj80 front axle is the largest easily available solid front axle that toyota produced it came stock in 1991 1997 fj80 and fzj80 land cruisers they have coil spring suspension and are the widest toyota solid axle you can get some of them came with a reverse cut high pinion electric locking differential

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web lineage toyota divided the land cruiser family into three series 15 the most basic version is the heavy duty series which prioritizes functionality durability and off road capabilities over comfort or technology it is also characterised by flatter steel body panels and a near vertical greenhouse

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web toyota tlc years available 1993 1997 body style four door wagon seating capacity eight drivetrain front engine 4x4 engine 4 5 liter dohc 24 valve inline 6 cyl fuel system electronic fuel injection horsepower 212 4600 rpm torque 275 ft lbs 3200 rpm transmission 4 speed automatic wheelbase 112 2 in length 189 8 in

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web dec 12 2022 for the 1991 model year the fj80 could barely break the speed limit in a quarter mile sprint yet in off road sessions it was helped by its low range gear the all wheel drive system and the

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web oct 7 2020 it was powered by toyota s 4 0 liter 3f engine inherited from the fj62 model capable of producing 116 kw or 155 horsepower except for diesel variants it is typically found in 80 series vehicles built between 1990 and 1992 the fj80 was replaced by the land cruiser fzj80 for model year 1993

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web the fj80 was the first land cruiser to ride on coil springs and it introduced a new level of creature comforts to the legendary fj without sacrificing the toughness solid axles and locking differentials remained and the 80 series trucks are a smart choice for remote overland travel

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