Dr. Estrada will describe the findings from her research program in which she has longitudinally tracked and examined what types of mentorship and supports are more likely to result in students persisting in STEM career pathways, particularly persons excluded because of ethnicity and race (PEERs). Her research includes studies with first-generation, African American, Latino/a and Native scholars as they navigate their professional training. Further, she will talk about how institutional policies and climate that support mentors in providing kindness cues that affirm social inclusion may impact the integration experience for historically underrepresented college students, faculty and administrators.