Appendix A. Survey Instrument.

Table 1. *Likert Scale Questions on the Post-Program Reflexive Survey.*

General Evaluation Questions
Overall, I was satisfied with my experience with EnvironMentors.
The activities were relevant to the topics covered in the program.
The program explained the importance of being environmentally literate and why it is needed in our community.
The program has inspired me to explore my curiosities and provided the foundation for how to research them.
The program has inspired me to study (rather in college or outside of college) a STEM field, science, or other programs that can deal with the environment.
By participating in this program, I feel more confident in my ability to research issues impacting my community.
By participating in this program, I am more active in researching the environment.
Building Skills
Before starting this program, how confident were you speaking in front of other people (especially a larger audience)?
After completing this program, how confident are you with speaking in front of other people (especially a larger audience)?
My knowledge of how to conduct effective and accurate research has increased because of this program.
The activities that I experienced throughout EnvironMentors have increased my confidence in problem-solving skills.
I have increased my understanding of science and research because of EnvironMentors.
Since completing the program, I feel more confident in myself as a learner.
Since completing the program, I feel more confident in myself as a researcher.
Since completing the program, I feel more confident in myself as a leader.
Career/Education
EnvironMentors has expanded my knowledge about the STEM fields and the jobs associated with the topics.
My experience with EnvironMentors this year has provided me with ideas of future possibilities for me in education or the workforce.
Relationship to Mentors
The mentors that were involved with the program were respectful and cared about my learning.
The support from the mentors aided in the growth of my knowledge in STEM fields.
The mentors engaged me throughout the entire process and helped me grow my confidence.
The mentors provided a positive and safe learning environment for me throughout this program.
How would you rate the communication between you and your mentor(s)?

Table 2. *Open ended response questions based on survey category.*

General Evaluation Questions
What did you like most about this program?
What did you like least about this program?
How could this program be improved?
What is one thing that you will take away from this program?
What, if any, do you feel are current barriers in your community to finding opportunities like the EnvironMentors program?
Building Skills
What is the greatest skill you have gained from participating in the EnvironMentors program? Please explain your answer.
Career/Education

Please explain if and how participating in the EnvironMentors program has affected your future personal or career goals.
Please describe your current goals for your future career or education.
Relationship to Mentors
What was the most rewarding part of working with your mentor(s)?
Did you face any challenges working with your mentor(s), and how did you overcome them?