



Accelerating Change for Women of Color Faculty in STEM: Policy, Action, and Collaboration

May 10, 2013
Loews Madison Hotel
1177 15th Street NW, Washington, DC 20005

Agenda

Convening Goals

- To identify promising policy and programmatic changes for increasing the representation of women of color faculty in STEM disciplines
- To define areas for action for different audiences invested in accelerating the progress of women of color faculty in STEM
- To develop new relationships among individuals and organizations committed to the advancement of women of color in STEM academic careers

Continental Breakfast (8:15–8:45)

Welcome and Introductions (8:45–9:05 a.m.)

Opening Remarks:

Heidi Hartmann, Ph.D.

President, Institute for Women's Policy Research

Kelly Mack, Ph.D.

Executive Director, Project Kaleidoscope, Association of American Colleges and Universities

Session 1: Framing the Issues: The Current State of Women of Color Faculty in STEM (9:05–10:45 a.m.)

This session will offer a broad-based perspective on the current state of women of color faculty in STEM and present data that illuminates areas where progress has been made, as well as where and why it has stalled.

Moderator:

Jong-on Hahm, Ph.D.

Program Manager, Europe and Eurasia, Office of International and Integrative Activities, National Science Foundation

Speakers:

Lorelle Espinosa, Ph.D.

Senior Analyst, Abt Associates

Kecia Thomas, Ph.D.

Professor of Industrial-Organizational Psychology and Senior Advisor to the Dean for Inclusion and Diversity Leadership, University of Georgia

Shirley Malcom, Ph.D.

Head, Directorate for Education and Human Resources Programs, American Association for the Advancement of Science

Discussion:

1. Is there additional background information that we should consider on either the status of women of color faculty in STEM or remaining challenges that hinder their progress?
2. What promising trends in overcoming these challenges are you aware of?
3. What accounts for their success?

Break (10:45–11:00 a.m.)**Session 2: Breaking Barriers, Building Bridges: Promising Practices to Increase the Representation of Women of Color Faculty in STEM (11:00 a.m.–12:30 p.m.)**

This session will include speakers involved in current initiatives to increase the representation of women of color in STEM faculty positions. It will highlight successful strategies and lessons learned from these initiatives to open up a discussion about how to implement and expand promising models in various institutional contexts.

Moderator:

Christine Grant, Ph.D.

Associate Dean for Faculty Development and Special Initiatives, College of Engineering, and Professor of Chemical and Biomolecular Engineering, North Carolina State University

Speakers:

Marigold Linton, Ph.D.

Director, American Indian Outreach, University of Kansas

Anny Morrobel-Sosa, Ph.D.

Provost and Senior Vice President for Academic Affairs, Lehman College

Discussion:

1. If you could take one or two promising programs for increasing the representation of women of color in STEM faculty positions to scale, what would they be?
2. What are some strategies for taking existing promising models to scale?
3. What key programmatic shifts need to be made to promote the advancement of women of color in STEM disciplines?

Luncheon (12:30–1:30 p.m.)

Speaker:

Steve Robinson, Ph.D.

Special Assistant, White House Domestic Policy Council

Session 3: Policy and Progress: Expanding Opportunities for Women of Color Faculty in STEM (1:30–3:00)

This session will focus on existing STEM-related policies as well as policy changes needed to help advance the careers of women of color faculty in STEM. Institutional, state, and federal policies will be covered.

Moderator:

Wanda Ward, Ph.D.

Office Head, Office of Integrative Activities, National Science Foundation

Speakers:

Kelly Mack, Ph.D.

Executive Director, Project Kaleidoscope, Association of American Colleges and Universities

Maria (Mia) Ong, Ph.D.

Senior Researcher and Evaluator, Education Research Collaborative, TERC

Discussion:

1. Of the many institutional policies that can help increase the representation of women of color in STEM faculty positions, which are most important for accelerating progress?
2. What state and federal policies would be most helpful in enabling women of color to pursue and advance in STEM academic careers?
3. What barriers are likely to surface when implementing proposed policy changes, and what are some possible strategies for overcoming them?

Break (3:00–3:15 p.m.)

Session 4: Discussion: Looking to the Future: Putting Recommendations into Action (3:15–4:45)

This session will draw on insights from the day to explore key areas of potential change (e.g., policy, institutional, philanthropy) and steps that can be taken within these areas to increase the representation of women of color in STEM faculty positions. The session will encourage the active participation of all attendees.

Moderator:

Heather Berthoud, M.S.

Organizational Development Consultant, Berthoud Consulting

Speaker:

Carmen Cid, Ph.D.

Professor of Biology and Dean, School of Arts and Sciences, Eastern Connecticut State University

Discussion:

1. Who are the key levers of change and to what degree are they currently being reached?
2. What are some movement-building strategies that can be implemented? Which strategies can be implemented now, and which are long-term goals?
3. Are there ways for this group to continue working together to create change?
4. What approaches to change are you most interested in pursuing?

Closing Remarks (4:45–5:00 p.m.)

Gertrude Fraser, Ph.D.

Vice Provost for Faculty Recruitment and Retention, University of Virginia

Barbara Gault, Ph.D.

Executive Director and Vice President, Institute for Women's Policy Research

Social Time (5:00–6:00 p.m.)