



**Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM
Organizations: Current Context and Challenges**

January 29-30, 2024

National Academies of Sciences, Engineering, and Medicine
2101 Constitution Avenue, NW
Lecture Room
Washington, DC

And Via Webcast – Link Provided to Registrants via Email

Goals:

- Identify and discuss strategies for responding to contextual factors that may present challenges to implementation of recommendations from *Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*
- Identify practices that can be put in place to advance recommendations
- Consider next steps for furthering the advancement of antiracism, diversity, equity, and inclusion for all minoritized groups in STEMM organizations

AGENDA

ALL TIMES EASTERN STANDARD TIME

DAY ONE – MONDAY, JANUARY 29

10:00 am Welcome and Goals for the Event

Daniel J. Weiss, PhD
National Academies of Sciences, Engineering, and Medicine

Gilda A. Barabino, PhD
Olin College of Engineering
Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Susan T. Fiske, PhD
Princeton University
Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEM Organizations

10:20 am Setting the Stage: Staying the Course in a Time of Changing Contexts

Fay Cobb Payton, PhD
North Carolina State University and Rutgers University (Newark)
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEM Organizations

10:45 am Strategies for Forming Partnerships with Minority-Serving Institutions to Advance ADEI in STEM

The ADEI report notes that minority-serving institutions (MSIs) can serve as examples of providing intentional and culturally responsive student and faculty support and recommends (Rec. 2-1) that predominantly White institutions (PWIs) seek sustainable partnerships with MSIs. In this session, we will hear from individuals who have worked to establish sustainable partnerships between PWIs and MSIs.

Session Introduction

Giovanna Guerrero-Medina, PhD
Ciencia Puerto Rico and Yale University
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEM Organizations

Cynthia N. Spence, PhD
Spelman College
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEM Organizations

Tipping the Scales: The Promises and Pitfalls of HBCU and PWI Relationships

Jelani M. Favors, PhD
North Carolina Agricultural and Technical State University

Fostering Equitable and Sustainable Partnerships between HBCUs and PWIs

Pamela Leigh-Mack, PhD
Virginia State University

Wayne A. Scales, PhD
Virginia Tech

Tremayne Waller, PhD
Virginia Tech

Diversity in the Chemical Sciences Through a Long-Lasting Relationship

Luis Colón, PhD

University of Buffalo

Wilfredo Resto, PhD

University of Puerto Rico at Cayey

Panel Discussion

Moderator:

Fay Cobb Payton, PhD

North Carolina State University and Rutgers University (Newark)

Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Audience Q&A

12:15 pm

LUNCH

1:15 pm

Responding to Resistance

The report recommends (Rec. 8-2) that leaders, managers, and human resource departments in STEMM organizations should anticipate resistance to ADEI efforts and called for them to investigate the impact of training on various types of inclusion outcomes. The goal of this session is to engage with Rec. 8-2 to understand how individuals from several institutions have anticipated and responded to multiple forms of ADEI resistance. Panelists will discuss diversity resistance, how resistance may pose a challenge for implementing other recommendations in the report, and strategies on how to navigate resistance.

Session Introduction

Gilda A. Barabino, PhD

Olin College of Engineering

Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Navigating Resistance to Holistic Admissions

Julie Posselt, PhD

University of Southern California

Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Advancing Faculty Diversity Strategies in the Face of Anti-DEI Resistance: Critical Lessons and a Charge to Higher Education Communities

Tabbye M. Chavous, PhD

University of Michigan

DEI Interventions: Push, Pull, and Resistance

John Dovidio, PhD

Yale University

Connect STEMM Research to Social Justice: An Approach to Diversify Participation, Address Social Problems, and Reduce Resistance

Nilanjana (Buju) Dasgupta, PhD

University of Massachusetts at Amherst

Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Gregory Washington, PhD

George Mason University

Panel Discussion

Moderator:

M. Roy Wilson, MD

Wayne State University

Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Audience Q&A

3:30 pm

BREAK

3:45 pm

Fostering a Culture of Inclusivity in Teams and Organizations

Throughout Chapters 7 and 8, the report provides numerous recommendations that are focused on improving culture in teams and improving culture across organizations. In this session, participants will reflect on these recommendations and discuss strategies for advancing inclusivity in STEMM organizations.

Session Introduction

Mirian M. Graddick-Weir, PhD

WeirGroup, LLC

Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Moving Beyond Implicit Bias Training: Policy Insights for Increasing Organizational Diversity

Ivuoma Onyeador, PhD

Northwestern University

Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations: Current Context and Challenges

Simone B. Soso, PhD

MSI STEM Research & Development Consortium

Panel Discussion

Moderator:

Kecia M. Thomas, PhD

University of Alabama at Birmingham

Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Audience Q&A

5:15 pm Reflections on Day One

Gilda A. Barabino, PhD
Olin College of Engineering
Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Susan T. Fiske, PhD
Princeton University
Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

5:25 pm ADJOURN DAY ONE

DAY TWO – TUESDAY, JANUARY 30

10:00 am Overview of Day Two

Gilda A. Barabino, PhD
Olin College of Engineering
Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Susan T. Fiske, PhD
Princeton University
Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

10:15 am Reflections from Dissemination Efforts

Since the report's release in February 2023, the committee members and staff have led and participated in a variety of dissemination efforts. In this session, one National Academies staff member will reflect on the impact of the report and observations from participating in dissemination efforts around the country.

Emily Vargas, PhD
National Academies of Sciences, Engineering, and Medicine

Audience Q&A

11:00 am The Role of Gatekeepers in Fostering ADEI

The report notes the powerful role of gatekeepers in hiring, promotion, and advancement. Its Rec. 6-1 would link the organization to gatekeepers through accountability: data collection; responsibilities related to ADEI; and shared, inclusive decision-making. Gatekeepers should be recognized for fostering DEI. In this session, presenters will discuss strategies for setting up such systems and identify challenges for the successful implementation of this recommendation.

Session Introduction

Susan T. Fiske, PhD
Princeton University

Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Gatekeepers in STEMM Organizations: Accountability for ADEI Outcomes

Joe Magee, PhD
New York University

Title TBD

Joan Y. Reede, PhD
Harvard Medical School
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Racial and Cultural Literacy: Advancing Antiracism, Diversity, Equity, and Inclusion by Engaging Gatekeepers at Northeastern University

Karl W. Reid, EdD
Northeastern University
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Panel Discussion

Moderator:
Susan T. Fiske

Audience Q&A

12:30 pm

LUNCH

1:30 pm

Advancing Participation and Inclusion in STEMM Across Minoritized Populations: Exploring Universal and Specific Challenges and Directions for Future Work

This session will explore possible directions for follow-on reports focused on advancing participation and inclusion in STEMM for individuals from Latine, Asian American, and Indigenous populations. Participants will also consider how factors beyond race and ethnicity, such as language, socio-economic status, and intersectionality, may bear on individuals' experiences in STEMM.

Session Introduction

David J. Asai, PhD
Formerly Howard Hughes Medical Institute
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Panel Discussion

Moderators:
David J. Asai, PhD

Mica Estrada, PhD
University of California, San Francisco
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Panel Members:
Krystle Cobian, PhD
University of California, Los Angeles

Jenn Fang, PhD
Tulane University

OiYan Poon, PhD
University of Maryland, College Park

Gloriana Trujillo, PhD
Stanford University

Tiffany D. Smith, PhD (Cherokee and Muscogee)
AISES – Advancing Indigenous People in STEM

Audience Q&A

Where Do We Go from Here?

David Asai, PhD
Mica Estrada, PhD

3:00 pm

BREAK

3:15 pm

Funding Organization Perspectives on Next Steps

In this session, representatives from various funding agencies and foundations will offer their thoughts about next steps should for continuing to advance ADEI in STEMM organizations, identifying perceived gaps, opportunities, and areas to prioritize for future efforts.

Marie Bernard, MD
National Institutes of Health

Elaine P. Ho, JD
NASA

Sara Moffitt, MS, MSW
Shanahan Family Foundation

James L. Moore III, PhD
National Science Foundation

Blanton Tolbert, PhD
Howard Hughes Medical Institute

Moderator:
Daniel J. Weiss, PhD
National Academies of Sciences, Engineering, and Medicine

4:15 pm

Final Remarks

Gilda A. Barabino, PhD
Olin College of Engineering

*Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in
STEMM Organizations*

Susan T. Fiske, PhD
Princeton University

*Co-Chair, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in
STEMM Organizations*

Camara Phyllis Jones, MD, MPH, PhD
*O'Neill-Lancet Commission on Racism, Structural Discrimination, and Global Health
Member, Committee on Advancing Antiracism, Diversity, Equity, and Inclusion in
STEMM Organizations*

4:30 pm

ADJOURN SEMINAR