

The Experiences of Postdoctoral Women During the COVID-19 Pandemic

Agenda

2:00 p.m. Opening remarks and welcome to participants on the webcast from the National Academies and L'Oréal USA

Ashley Bear, Senior Program Officer, Committee on Women in Science, Engineering, and Medicine

Danielle Azoulay, Vice President, Corporate Social Responsibility and Sustainability, L'Oréal USA

2:10 p.m. Introduction of the keynote speaker

Maria Dahlberg, Senior Program Officer and Study Director for the Committee on *Investigating the Potential Impact of COVID-19 on the Careers of Women in Academic Science, Engineering, and Medicine*

2:10 p.m.-2:40 p.m. Keynote Address: COVID-19 and Inequity in the Academic Workforce: The Need to Lead with Equity Mindedness

Leslie Gonzales, Associate Professor in the Higher, Adult, and Lifelong Learning unit at Michigan State University in the College of Education and member of the National Academies Committee on *Investigating the Potential Impact of COVID-19 on the Careers of Women in Academic Science, Engineering, and Medicine*

Description: COVID-19 has disrupted almost every aspect of our lives. Yet the disruptions are not equally distributed, nor will they be equally felt in terms of magnitude and time. Instead, legacies of racial and gender inequality are manifest in the immediate and downstream impacts of COVID-19. In this 20-minute keynote, Gonzales will describe how COVID-19 has impacted the lives of women in STEM academia and how those impacts are stratified by 1) race and racism and 2) status (e.g., appointment type) within the academic workforce. After detailing these layered and differential impacts, Gonzales will highlight how academic leaders can foreground equity in their crisis management planning and decision-making through the use of intentional data practices and strategic questioning that centers women whose academic careers are now mired in heightened precarity due to COVID-19.

2:40 p.m.-3:30 p.m. A discussion with the 2020 L'Oréal For Women in Science Fellows on their firsthand experiences as early career women in science during the COVID-19 pandemic, moderated by Kim Churches, CEO, American Association of University Women

3:30 p.m. Closing remarks and thank you