

**The National Academies of Sciences, Engineering, and Medicine**  
Summit on Diversity, Equity, Inclusion, and Anti-Racism in 21<sup>st</sup> Century STEMM Organizations  
June 29-30, 2021 | Virtual Event

*Agenda as of June 25, 2021 | Session times listed in ET*

**June 29, 2021: The systemic and structural nature of racism and bias**

**12:00-12:15pm: Brief welcoming remarks**

Featuring [John Anderson](#) (National Academy of Engineering), [Victor Dzau](#) (National Academy of Medicine), and [Marcia McNutt](#) (National Academy of Sciences)

**12:15-1:25pm: Session I: Establishing the historical context for racism in the U.S.**

This session will focus on ways that laws, housing, wealth, healthcare, and education have been racialized in the U.S. since the Civil War as context for the structural and systemic issues facing the nation today.

- [Cheryl Crazy Bull](#), American Indian College Fund
- [Sam Lucas](#), University of California Berkeley
- [Jenn Richeson](#), Yale University
- [Keith Wailoo](#), Princeton University
- Moderated by [Roderic Pettigrew](#), Texas A&M University and Houston Methodist

**1:30-1:50pm: Thematic Address: The Importance of Diversity**

This session will address fundamental value of diversity in any enterprise and why this is beneficial to science, technology, engineering, mathematics, and medicine (STEMM) and is of critical importance to our nation.

- Introduced by [Roderic Pettigrew](#), Texas A&M University and Houston Methodist
- [Joan Reede](#), Harvard Medical School

**1:50-3:00pm: Session II: Institutional practices and patterns of behavior**

This session will explore the actions do organizations take that reinforce the same-group, homogeneity, and ethnocentrism. This may include discussions of admissions, recruitment, hiring, incentives, mentoring, diversity of networks, promotion, tenure, and advancement.

- [Modupe Akinola](#), Columbia University\*
- [Sapna Cheryan](#), University of Washington
- [Marc Nivet](#), University of Texas Southwestern Medical Center
- [Julie Posselt](#), University of Southern California
- Moderated by [Juan Gilbert](#), University of Florida

### **3:15-4:25: Session III: Individual practices and patterns of behavior**

This session will include presentations focused on individual level behaviors, including, but not limited to stereotypes, prejudice, and bias.

- [Mahzarin Banaji](#), Harvard University
- [Rich Milner](#), Vanderbilt University
- [Ivy Onyeador](#), Northwestern University
- [Vicky Plaut](#), University of California Berkeley
- Moderated by [Kecia Thomas](#), University of Alabama Birmingham

### **4:40-5:00 Keynote Session**

Remarks from [Congresswoman Eddie Bernice Johnson](#) (D-TX)\*, followed by commentary from [Marcia McNutt](#) (National Academy of Sciences)

### **5:00-5:15: Overview Remarks of Day I**

- [Keith Yamamoto](#), University of California, San Francisco

*June 30, 2021: How can we move the system?*

### **12:00-1:00: Session I: The importance of diversity explored**

This will address the importance of diversity, equity, and inclusion in multiple settings such as academia, industry, and the government.

- [Latoria Harris](#), Johnson & Johnson
- [Donald James](#), ret. NASA
- [Eliseo J. Pérez-Stable](#), National Institute on Minority Health and Health Disparities
- [David Yeager](#), University of Texas at Austin
- Moderated by [Marielena DeSanctis](#), Community College of Denver

### **1:00-2:00: Cross-Academies' Panel on Efforts at the National Academies**

This panel will spotlight some of the efforts that have taken place at the National Academies and exploring the standards for diversity.

- [Cato Laurencin](#), University of Connecticut
- [Darryll Pines](#), University of Maryland College Park
- [Greg Symmes](#), National Academies of Sciences, Engineering, and Medicine
- [Antonia Villarruel](#), University of Pennsylvania
- Moderated by [Laura Castillo-Page](#), National Academies of Sciences, Engineering, and Medicine

### **2:10-3:15: Session II: Popular efforts, their limitations, and what they miss**

Many efforts that organizations have focused interventions at the individual level. This session will address the need to approach issues at a systemic and structural scale for sustainable change.

- [Camille Charles](#), University of Pennsylvania
- [Frank Dobbin](#), Harvard University
- [Ebony McGee](#), Vanderbilt University

- [Reynold Verret](#), Xavier University of Louisiana
- Moderated by [Susan Fiske](#), Princeton University

### **3:25-4:35: Session III: Promising programs, practices, characteristics, and components for systemic change**

What are the conditions that lead to change? How do incentives and norms change to result in shifts in behavior? What efforts have been taken to date in these areas, and what can we learn from them?

- [Twyla Baker](#), Nueta Hidatsa Sahnish College
- [Buju Dasgupta](#), University of Massachusetts Amherst\*
- [Nicole Joseph](#), Vanderbilt University
- [Claude Steele](#), Stanford University
- Moderated by [Darryl Monteau](#), Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS)

### **4:45-5:45: Reflection and Next Steps with Leaders in Science and Society**

This panel will take a broad view of the scientific enterprise and set a vision for the work to come.

- [Marie Bernard](#), National Institutes of Health Office for Scientific Workforce Diversity
- [Ellen Ochoa](#), National Science Board
- [Shirley Tilghman](#), Princeton University
- Moderated by [Gilda Barabino](#), Olin College

### **5:45-6:00: Overview remarks of Day II**

- [Gilda Barabino](#), Olin College

*\* Denotes participation via pre-recorded remarks*

#### **Links**

[Registration Page](#)

[Event Page](#)

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