

# Fellowship Roundtable

## Spring 2023

*Advancing Equity and Inclusion in Fellowship Programs: Insights, Innovations, and Promising Practices*

12:30-12:40

Opening Remarks

Dr. Laura Castillo-Page  
Chief Diversity and Inclusion Officer  
National Academies of Sciences, Engineering, and Medicine

12:40-1:30

Keynote: HBCUs - An Epicenter of Broadening Participation in STEM

Dr. Carleitta L. Paige-Anderson  
Lead Program Director, HBCU-UP  
National Science Foundation

To meet the nation's need to strengthen, expand and diversify its STEM-capable workforce, higher education needs more rapid gains in achievement and successful degree completion in STEM for students from underrepresented populations. Historically Black Colleges and Universities (HBCUs) are a critical resource for efforts aimed at increasing diversity in the STEM enterprise, as they have an essential role in efforts to broaden the participation of underrepresented groups in STEM and promote the diversity of perspectives that drive innovation and discovery to advance the nation's global impact. The National Science Foundation's Historically Black Colleges and Universities Undergraduate Program (HBCU-UP), in the Directorate for STEM Education and Division of Equity for Excellence in STEM, is committed to enhancing undergraduate science, technology, engineering, and mathematics (STEM) education and research at HBCUs to broaden participation in the nation's STEM workforce. HBCU-UP seeks to work towards this goal by providing awards to develop, implement, and study innovative approaches for enhancing the preparation and success of HBCU undergraduate students so that they may participate successfully in graduate programs and/or careers in STEM disciplines.

**Presentation Followed by 10 minutes of Q&A**

1:30-1:40

Break

1:40-2:50

Panel Discussion: Insights, Innovations, and Promising Practices

**Moderator:** Zach Thomas, Director, Workforce Diversity, and Inclusion  
National Academies of Sciences, Engineering, and Medicine

**Panelists:**

**Alexander Ghara**, Vice President for Programs, Operations, and DEI  
Robertson Foundation for Government (RFG)

**Irene Hulede**, Director of Education  
American Society for Microbiology

**Gisèle Muller-Parker**, Research Fellow  
Delaware State University

**Lakesha Perry**, Physical Scientist and Academic Program Manager  
National Institute of Standards and Technology (NIST)

This panel discussion brings together fellowship administrators and DEIA experts to collectively explore strategies, innovations, and practices that have effectively fostered diversity and inclusion within their respective programs. The panelists will delve into the challenges encountered by these programs and highlight successful approaches employed to address unconscious biases, promote equal access, and create supportive environments for underrepresented groups.

**Discussion Followed by 10 minutes of Q&A**

2:50-3:00

Break

3:00-4:30

Group Discussion

Dr. Mary Byrne McDonnell, Principal  
MBM Learning and Evaluation Strategies

Dr. Julie E. Taylor, Director of Academic Relations, Fulbright  
Institute of International Education