

Date: March 14, 2016



Happy March! There is lots going on, so let's get right to it:

Expanding Potential Updates:

We are conducting a multimedia project to highlight stories of otherness and inclusion. Read more of the details and submit a short video or audio segment [here](#). We will follow up individually for each submission.

All presentations from the 2016 workshop are up on the [programs page](#). Catch up on what you missed, refresh your memory, or pull out some great slides, data, and quotes! Please give credit to presenters if using any of their information.

Expanding Potential will be holding its **next meet up on the topic of gender identity** on Thursday, April 21st, from 530pm-730pm at 240 Bechtel Hall at UC Berkeley. Billy Curtis of UC Berkeley's Gender Equity Resource Center will present on foundational concepts and critical information about gender identity and trans*-related issues, which will allow participants to better integrate trans*-inclusive practices into work practices and departments.

A summary, outcomes, goals, and survey analysis of the 2016 workshop is close to being completed. Keep an eye out in the April newsletter.

Articles:

A. Hope Jahren published an opinion piece in the New York Times titled "[She Wanted to Do Her Research. He Wanted to Talk 'Feelings.'](#)" calling out the rampant sexual harassment in STEM. This elicited a continuing dialogue via social media nicely laid out [here](#). At the same time, NIH put out a letter about addressing the issue with a nice critique and response from NIH leadership written [here](#).

Looking for numbers to support the notion that diversity is essential and necessary to scientific research? Try [these three articles](#), some old, some new.

Gender pronouns are not limited to he and she. [Learn](#) about non-binary pronouns, the importance of their use, and [practice](#) using non-binary pronouns. Add your pronouns to your signature to demonstrate that no assumptions should be made for any individual's pronouns.

Companies explore how to do blind hiring in the tech industry to eliminate bias. Perhaps these can be applied to hiring in academia as well. Read about [Blendoor](#) and [GapJumpers](#).

Opportunities:

Keystone Symposia Call for 2016-7 fellows (see attached flyer): Applicants must be at the advanced postdoctoral level (having completed at least ONE postdoctoral experience); assistant professor level (academia); or research scientist level (industry). If you have any questions please feel free to reach out to dlsp@keystonesymposia.org.

NSF INCLUDES: NSF announced a [new funding call](#) to hand out small grants later this year to test novel ways of broadening participation in science and engineering. Winners of the 2-year, \$300,000 pilot grants will be eligible to compete next year for up to five, \$12.5 million awards over 5 years. Only one submission per institution is allowed.

Events:

[AAC&U's 2016 Diversity, Learning and Student Success conference](#)—"Shifting Paradigms and

Challenging Mindsets”—will examine existing paradigms in higher education that serve as catalysts for marginalization and intolerance and impede the exploration and acceptance of difference as a core value in our democratic society and in effective educational environments.

March 31, 2016, 6-9 pm. Life Outside The Shark Tank is a diversity networking event that will bring to the table a wealth of resources for small and minority businesses looking to start and grow an existing business. Representatives from Goldman Sachs, Bidspeed, Boston Financial and Glassbreaker will be present to help you identify opportunities and see them through. This event is free. Register [here](#).

March 29, 2016 6-9pm, Diversity Drives Innovation with VR (Virtual Reality 2025). This will be a fireside chat with executives in VR technology. DSA partnered with Samsung brings you the future in innovation and shows how diversity will play a key part in that technology. Samsung is a champion of bringing in more diverse talent at the senior level as part of this effort. This event is free and you can register [here](#).

This is a monthly newsletter of diversity and inclusion (mainly) STEM events and articles. If you have an event that you would like to advertise or an article that caught your interest, send my way! If you would like to unsubscribe from the list, reply with the word unsubscribe in the body of the message.