

POSITIVE THINGS

- Solidarity through similar events (like this)
- Showcase women's success
- Others setting examples - visible success
↳ in near future steps
- permission to struggle
↳ with understanding AND uncertainty
- "light @ end of tunnel"
- vertical mentorship/sponsorship, yeah, but
PEER-PEER support networks
↳ to combat/prevent hostile/competitive environments
- diversifying history in all levels of curriculum.

~~MISS~~

CANNON

MISSING THINGS

- exposing implicit expectations with intentional communication efforts
 - examining criteria that propagates biases with effort & accountability

- diversifying history

women ADVOCATING for other minority groups

- listen to critiques & then take action
- have conversation with others to find out THEIR wants/needs
- welcome corrections
- ↳ encouraging work towards celebrating diversity/inclusion

BLIND REVIEW?

- bias based on names for academic papers
- how do references factor in?
Do we need to
- ~~How to~~ "scrub" identities off resumes/CVs?
 - ↳ perhaps structure needs to change rather than finding ways to operate within biased structure
- know rights during interview

CANNO

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- 1) Reaching out: validating others,
e: in an effort to fight against ^{feelings of} shame & isolation

2) Being prepared to confront bias
+ understanding unique personal responsibility
to work against systems
↳ hold others accountable

3) Creating: feeling out networks of ALLIES
by establishing ~~system~~ institutions: networks
through some sort of "orientation"?

• Inconsistent acknowledgement
of women v men
↳ remembering names
↳ answering questions
↳ expectations & standards
(~~gender~~ acknowledgement of personal experience
is needed)

• "you're going to have it easy" remarks
to marginalized groups

→ better to be aware: prepared to confront
incidents of bias

• appearance-based assessments of
capabilities (age, beauty, etc)

• imposition of unwritten ^{unfair} expectations
rooted in bias

↳ struggle to find balance between
asserting & protecting oneself & career

→ expose & engage others' biases

→ consistent reinforcement: affirmations

• environment feeling more suited to males

• compounding of minority identities increasing internalization
of expectations

→ acknowledge faults of community instead of internalizing it

UNCONSCIOUS BIAS?

- men being addressed first
- "women better @ humanities" myth
- "she's not committed"
 - ↳ biased metric of commitment
- assumption of intelligence being exclusive from womanhood/beauty
 - ↳ increase deserved & legitimate representation
 - ↳ lead by example
- hyper visibility + invisibility
 - ↳ not being believed
- hypocritical standards & language
- skewed grading distributions
 - ↳ speak up
 - ↳ acknowledge personal bias & adhere to rubric
 - ↳ grade anonymously
- ↳ ^{consistent} • assumption of lack of comprehension
 - ↳ find an advocate
- interruptions
- assuming advantage ^{only} because "she's a woman"
- toxic responses to bias → be conscious & connect

Retention?

- increase awareness about VARIETY of opportunities
- informal peer mentoring
 - identify w/ peers
 - responsibility
- demystification of "hidden curriculum"
 - ↳ at the intersection of cultural advocacy pressures on women to not ask questions
- normalization of women as esteemed scientist in pop-culture
- redefining success to include failure
 - growth mindset

@ every level
SPONSORSHIP

AMIN

RECRUITMENT & RETENTION

INSPIRATIONS

parents

teachers

MENTORS

affirmations,
opportunities

anti-mentors

• innate passion/curiosity

↳ freedom/encouragement to explore

• exposure to the possibilities

↳ Carl Sagan / ^{accessible} science in pop culture

3 takeaways

1) Increase sponsorship & ^{advocating for others} mentorship ^{identifying w/ others (peers)} by identifying how you can fill those roles in your ^{unique} position.

2) Normalize representation of women as esteemed scientists.

3) Include failure as an aspect of growth when defining success.