



Summit Highlights

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When I overheard this comment on Tuesday morning, I knew this conference was different from any I'd attended before:

"I switched purses, so that's why I'm so disorganized..."

Other notable quotes:

If you're in a position of management...make it happen, make the change."

"I'm tired of carrots. It's time for sticks."

"We have a responsibility to move things forward."

"It's encouraging to see 'operational ideas' coming out of academia."

"if you want to be a General, dress like a General."

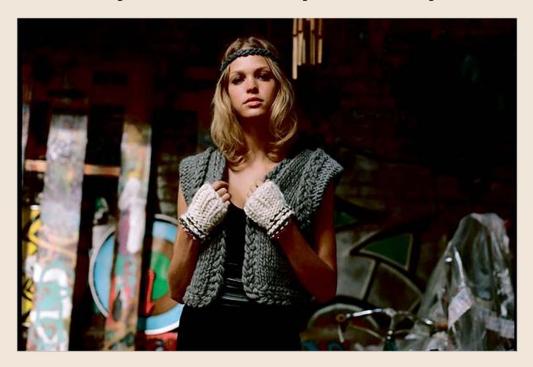
"We have the right to have hobbies!"



There's a story behind this:

"I notice that everyone wears sweater vests at my work.

I've joined in in my own way."





Best mission statement for the Summit:

"Leaders shouldn't just send the choir, they should be the choir!"

-Johnnie DeLoach



We began with data

NSF has the best, longest data set on STEM diversity.

- There's no question there is a problem: The STEM population does not resemble the US population.
- But it is improving for women.

Key challenges

- How can we leverage the advances made by women to include under-represented minorities?
- How must we adjust our tactics and goals as we achieve success?



Keynote talks crystallized the themes

The three sectors presented three "flavors" of diversity strategies.

However, they converged upon four themes:

- Leaders at the highest levels must create the culture and take direct actions.
- Mindful recruiting, using best diversity practices, is essential.
- We can't expect diversity to come naturally. Policies, training, and support structures are needed at all levels.
- We are moving past a "numbers" game to an inclusive workplace.

Sector breakouts held surprises

Industry

- Wide spectrum of diversity progress in industry.
- Lack of data, compared to academia.
- Disseminating success stories (and lessons learned)

Opportunities to share best practices

- Diversity in the strategic plan
- Diversity as a performance metric
- The value of Employee Resource Groups



Sector breakouts held surprises

Academia

- Top down changes is slow and difficult so how to engage from the bottom up?
- Work-life balance and the dual career issues are particularly challenging.

Opportunities to share best practices

- The NSF ADVANCE program has created an impressive array of resources.
- Bridge programs show great promise for URMs.
- Somehow, we've got to train the un-trainables!



Sector breakouts held surprises

Government

Let's get out of the box

Opportunities to share best practices

- Scientists are world travelers with great jobs
- Give everyone a "bias assessment" with action plan to mitigate shortcomings
- Have a "diversity moment" at the beginning of every meeting
- Penalize leaders who miss diversity milestones



Career track sessions were lively

Early career

- Harassment is still occurring in many forms. Report and document!
- Small things matter in the workplace—lab coats, bathrooms, lactation support.
- Speak up and keep speaking up!



Career track sessions were lively

Mid career

- What is mid career? When the protégé becomes the mentor.
- To make the next advances, one may need to gain new skills and perspectives.
- Beyond the "glass ceiling": Are the opportunities to advance desirable?



Career track sessions were lively

Leadership

- How can a "diverse" person get the message out to a mainstream audience?
- Vibrant exchange of ideas among the leadership network
- Never underestimate peer pressure!



Heard again and again

Mentorship

Work / life balance

Community

Awareness

Vigilance



Throughout the Summit

Stories of exceptional scientists and engineers

• How do we make the exceptions the rule?

Networking and community building

- How do we keep the buzz buzzing?



Next steps

Outcomes @TMS:

- Summit content will be captured in a document
- Presentations will be available
- Resources will be posted
- Bring Summit highlights to other events
- Start planning the next Summit
- Other ideas? Bring 'em on!



Next steps

Outcomes 4U:

- Commit to go home and advocate with your boss for one of the good ideas you've heard here.
- Commit to follow up with one person you've met here.

