

ONE-DAY COURSE, Sunday

ENHANCING DIVERSITY, EQUITY, AND INCLUSION IN THE MASS SPECTROMETRY COMMUNITY

Instructors



Jeanita Pritchett,
PhD
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*Read Dr. Pritchett's
full bio on next pages*



Kara Robinson, MSc
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*Read Ms. Robinson's
full bio on next
pages*

BACKGROUND

According to the 2020 NSF Science and Engineering Indicators, Black and Hispanic populations still remain largely underrepresented in STEM fields, representing only 5.6% (vs. 11.9% of US population) and 7.5% (vs. 15.6% of US population) of the STEM workforce, respectively. Compared to their counterparts, there has been minimal advancement in representation throughout the years despite implementation of mandated laws targeting diversity. Underrepresentation expands beyond the workforce, as it is prevalent throughout the education system including student bodies, faculty, and administrators.

While recruiting and retaining underrepresented minorities in STEM is vital to broadening the composition of STEM fields, cultivating an inclusive environment for those within STEM to thrive is essential. An inclusive work environment is not just a nice-to-have; it can cause a company, team, or organization to succeed or fail. While building an inclusive environment is the responsibility of everyone involved, leadership at all levels asserts great influence. Any team can become a more supportive and appealing place to work by understanding the perceptual, institutional, and psychological processes that impact the ways people engage with each other.

COURSE DESCRIPTION

The themes, **recruit, retain, cultivate, and promote**, will be woven through this transformative short course. It begins by exploring fundamental DE&I principles, then identifying biases and how they impact the way that people perceive, evaluate, and react to others in STEM. Specific DE&I strategies to foster workplace engagement will be disseminated, with focus on mentorship and collaboration. The workshop concludes with discussion on fostering an inclusive work environment and the importance of allyship. This curriculum is appropriate for anyone committed to going beyond mere compliance to build a truly aware and inclusive work culture within the STEM ecosystem.

During the interactive short course, lectures, breakout sessions, partnered/group activities, and self-assessments will be utilized to provide strategies and tangible items to improve DE&I in any team or organization. Each participant will receive a digital workbook to capture notes and reinforce learning objectives. The course embeds practical application and moments for reflection to strengthen the implementation in STEM workplace settings.

DELIVERABLES FOR STUDENTS INCLUDE:

- Gaining an awareness of systemic racism and an understanding of the business case for promoting DE&I in their respective teams and organizations (e.g., academia, industry, government)
- Recognizing and mitigating biases to aid in equitable decision making and judgement
- Learning appropriate strategies for improving engagement within STEM teams and organizations
- Cultivating an inclusive environment
- Acquiring strategies for diversifying and retaining students/staff
- Obtaining skills to become a better ally
- Training in bystander intervention

INSTRUCTOR BIOSKETCHES

Jeanita Pritchett, Ph.D.

Dr. Jeanita Pritchett is an Academic Program Manager and a Leadership Coach in the International and Academic Affairs Office at the National Institute of Standards and Technology (NIST). In recent years, she has spearheaded the creation and deployment of a career coaching program specifically designed for STEM postdoctoral researchers. To further create a welcoming environment, she has developed and implemented workshops geared at providing advisors with the tools needed to establish effective relationships with their postdocs. She began her career as a Research Chemist working on developing standard reference materials for clinical, food, and forensics related projects. Prior to assuming her current role, she worked as a scientific advisor for NIST and an Embassy Science Fellow for Scifest Africa located in Makhanda (formerly Grahamstown), South Africa. Outside of her work at NIST, she has remained dedicated to STEM education and inspiring the next generation of STEM professionals. She has over 15 years of experience teaching at the collegiate level and currently works as an Adjunct Professor of General Chemistry at Montgomery College. Further, she is the Co-Director for the DC Metro Alumni Alliance STEM initiative that focuses on inspiring youth to enter the STEM field.

In addition to her full-time work, Dr. Pritchett founded JSP Coaching and Consulting, LLC, a firm that provides leadership and career coaching resources for STEM professionals and organizations. Moreover, she co-founded Facilitate 2 Motivate (F2M), LLC, a consulting firm focused on helping STEM professionals achieve success on their own terms. F2M also plays a pivotal role in improving overall organizational cultures through developing diversity, inclusion, and equity strategies.

Dr. Pritchett has been the recipient of numerous awards and is a highly sought-after consultant, speaker, and coach. Select awards include a Diversity and Inclusion Advocacy Recognition Award (Optical Society, 2019), Educator of the Year (DC Metro HBCU Alumni Alliance; 2017), the Henry McBay Outstanding Educator Award (NOBCChE conference; 2016), and the Winifred Burke-Houck Professional Leadership Award (NOBCChE; 2015). She obtained a B.S. in Professional Chemistry from Tennessee State University, a Ph.D. in Analytical Chemistry from the University of Illinois at Chicago, an Executive Certificate in Leadership Coaching from Georgetown University, and a Certificate in Diversity and Inclusion at Cornell University.

Kara Robinson, MSc

Kara Robinson is the Co-Founder of Facilitate 2 Motivate (F2M) and an Academic Program Manager with the federal government, who demonstrates outstanding interpersonal, oral, and written communication skills, including strong negotiation skills. A public service professional with a BSc. in Sociology from Andrews University, MSc. in Negotiation and Conflict Management from the University of Baltimore, some of her numerous strong points in this field include her penchant for inspiring growth and fostering productivity. Additionally, Kara holds a Graduate Certificate in Leadership Management from the University of Maryland University College and a Certificate in Diversity & Inclusion from Cornell University. A DE&I thought leader and strategic planner with professional experience in recruiting, advertising, and public relations, Kara has successfully launched discussion processes that encourage cultural competency, awareness, and understanding through F2M's online series "Can You Hear Us Now? Black Women in the Workplace."

Kara enjoys interacting with people, a skill she honed effectively while serving as a fundraiser for a non-profit organization. Analytical by nature, every establishment she has had the pleasure of working with attests to her out-of-the-box approach to solving complex problems. As a professional, Kara functions on the foundation of honesty, integrity, and the zeal to surpass challenges. With these firm values, she has accumulated the trust of several clients she had the pleasure of working with and continues to be a massive asset to Facilitate 2 Motivate.