

# **Building and Implementing Effective DEI Initiatives in the Laboratory Space**

**ASMS Diversity and Inclusion Committee**

**Chair:** Candice Z. Ulmer, Ph.D.

**Workshop Facilitator:** Dominic Gostick.

Monday, November 1, 2021

5:45 – 7:00 pm

# ASMS Diversity and Inclusion Committee

The mission of the Committee is to promote and reinforce diversity within the membership of the ASMS by fostering a culture of inclusion and mutual support. This mission is supported by attention to equity and initiatives to enhance and support a broadly representative membership.

The Committee is charged with the design of activities and projects that promote an inclusive climate and increase participation of ASMS members who represents diverse cultural, gender, social, and scientific backgrounds.



**Candice Z. Ulmer (CDC)**  
Chair



**Saiful Chowdhury**  
(University of Texas at Arlington)



**Jennifer Campbell**  
(Matterworks)



**Carlos Larriba Andaluz**  
(IUPUI)



**Dominic Gostick**  
(SCIEX)



**Rick Yost**  
(University of Florida)

# Workshop Panelists

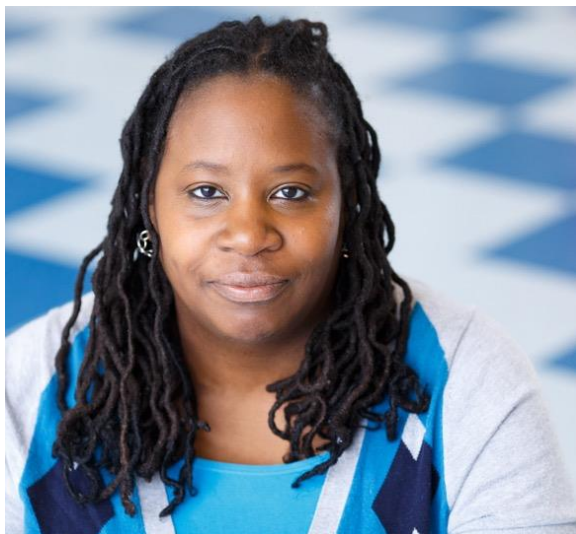


**Timothy J. Garrett, Ph.D.**

Chief of Experimental  
Pathology

Department of Pathology,  
Immunology, and  
Laboratory Medicine

***University of Florida***



**Lisa M. Jones, Ph.D.**

Associate Professor  
Department of Pharmaceutical  
Sciences

***University of Maryland***



**Kevin Ileka, Ph.D.**

Senior Scientist  
Chemical Process  
Development Department

***Bristol Myers Squibb***



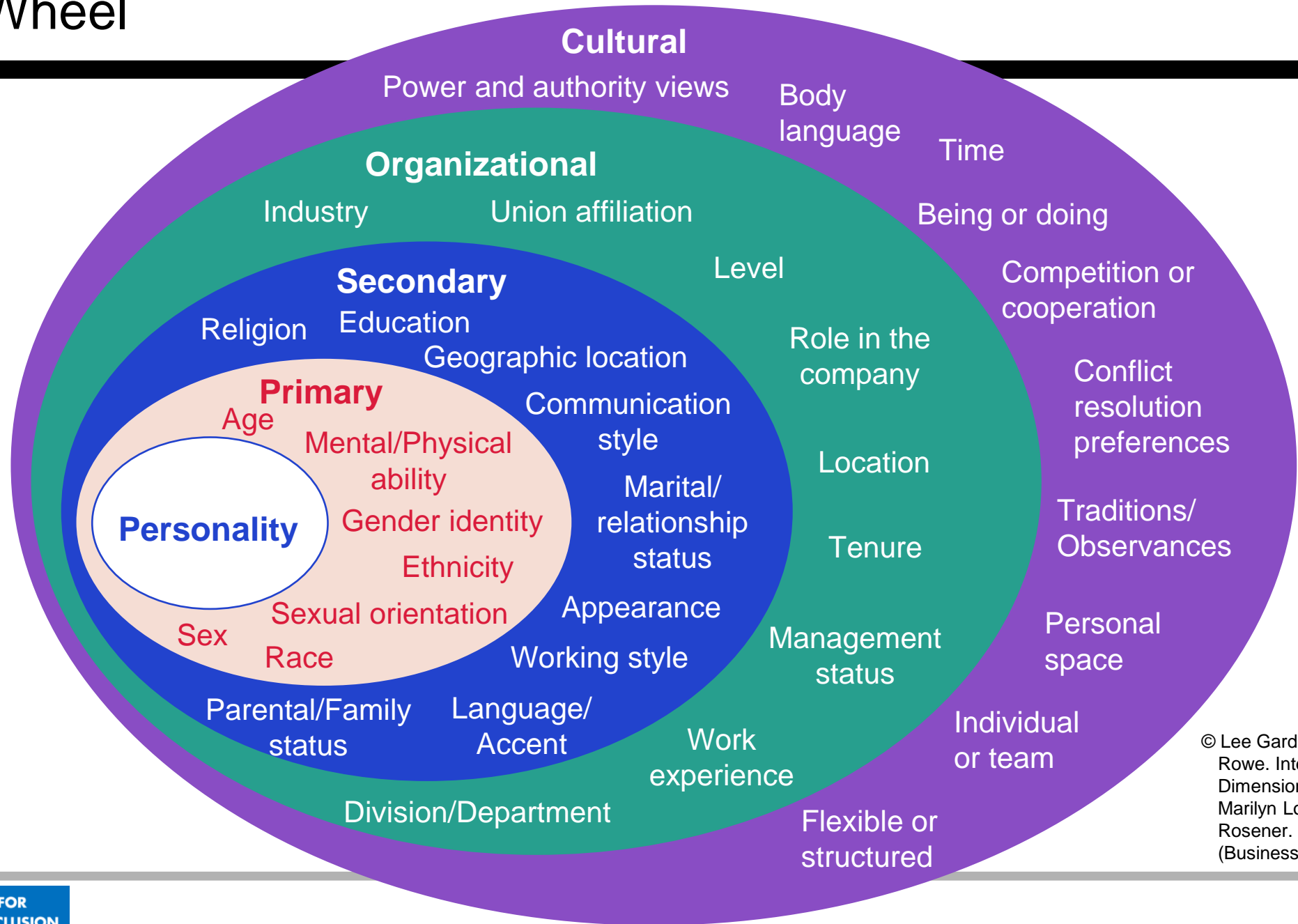
**Dominic Gostick, Ph.D.**

Interim Chief Technology  
Officer

Vice President & General  
Manager, LC/MS

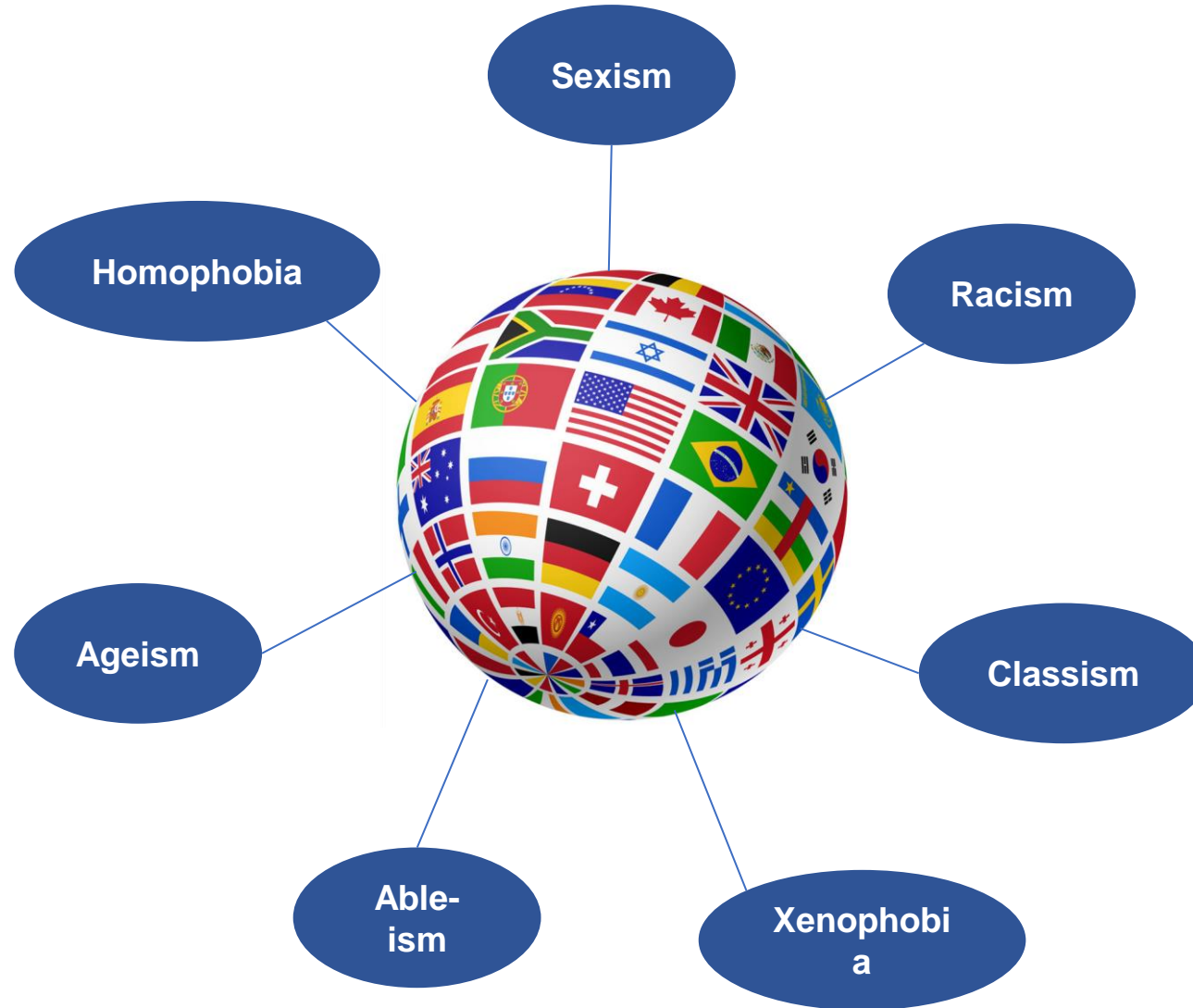
***SCIEX***

# Diversity Wheel



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# Impacts of Bias



## Bias

**Explicit Bias:** is when individuals are aware of their prejudices and attitudes toward certain groups. Their positive or negative preferences for a particular group are conscious.

**Implicit Bias:** The patterns our brains create based on our experiences that influence how we make decisions and understand the world.

## Prejudice

An irrational attitude of hostility directed against an individual, a group, a race or their supposed characteristics (e.g. baby boomers aren't tech savvy).

## Stereotype

A conclusion made about an entire group of people based on assumptions or limited observations without sufficient data.

# Implicit Associations – Round 1

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BLUE BLACK GREEN

YELLOW RED BLUE

RED BLACK GREEN

# Implicit Associations – Round 2

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BLACK

BLACK

GREEN

YELLOW

BLUE

RED

RED

Bias!

BLUE

# What Happened?

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The Implicit Association Test (IAT), administered by Project Implicit® is a test of mental association. Project Implicit offers opportunities for education about how our minds represent social groups in society: attitudes and stereotypes about age, gender, sexuality, race, ethnicity, religion, nationality and more. Millions of tests have been taken by people around the world. Use it for personal reflection. Use it to improve your decisions.



# Unconscious Bias Exercise – Part 1

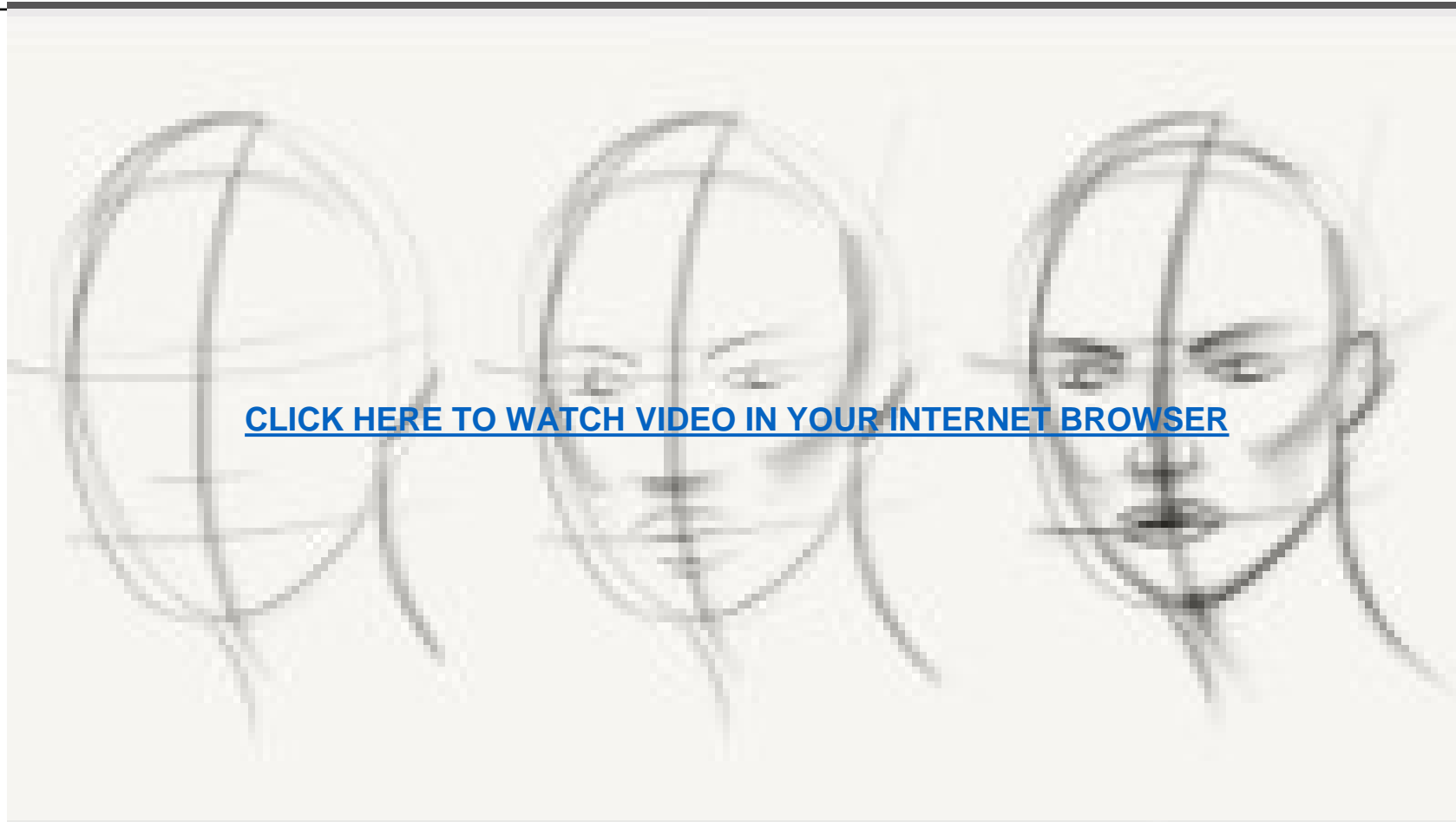
Where do you/have you experienced bias?

- Age group
- Color
- Education level
- Expertise
- Family status
- Gender
- National origin
- Personality
- Physical Ability
- Physical Appearance/Body Image
- Political Views
- Race/Ethnicity
- Religion
- Sexual Orientation/Identity
- Socioeconomic Status

What areas in your work and life have been affected by bias, either positively or negatively?

- Confidence
- Creativity
- Decision-Making
- Emotional Health
- Employment
- Engagement
- Safety
- Opportunity
- Performance
- Personal Freedom
- Physical Health
- Relationships
- Risk-Taking
- Self-esteem

# About Face: How First Impressions Fool Us



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# Unconscious Bias Exercise – Part 2

1. Complete 10 “*I am...*” statements that describe who you are.
2. Put an “**X**” next to the identifiers that can make you biased towards others.
3. Put a “**O**” next to the identifiers that can make others biased towards you.

	<b>X</b>	<b>O</b>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>

	<b>X</b>	<b>O</b>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>
I am _____	<input type="checkbox"/>	<input type="checkbox"/>

# Extraordinary Grace Video



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# The community reaction



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# Panelist Discussion



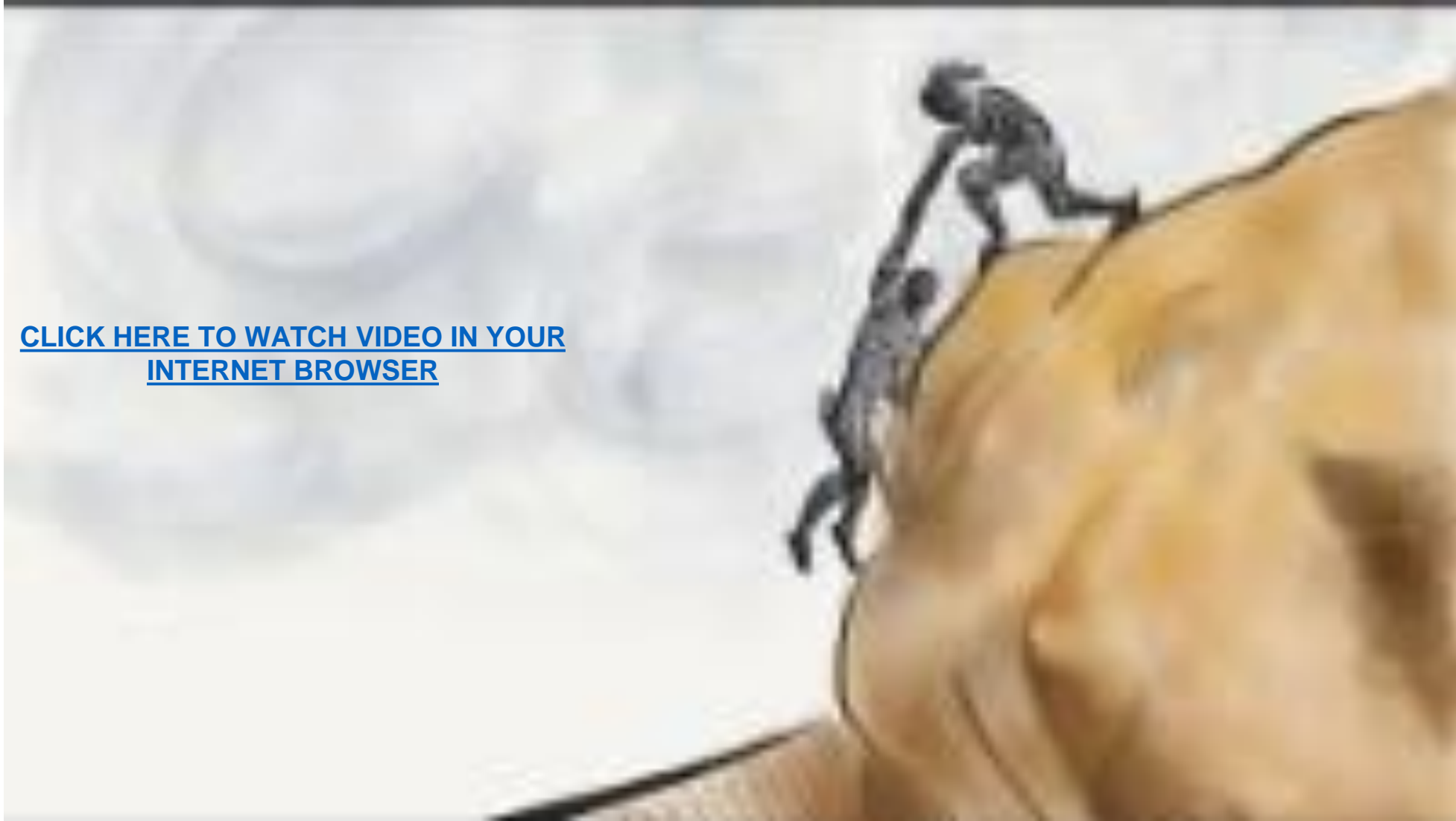
# Love has no labels

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# Who are we helping?

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# Inclusion starts with “I”



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