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
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 represent diverse cultural, gender, social, and scientific backgrounds.
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Interim Chief Technology Officer
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SCIEX
Diversity Wheel

© Lee Gardenswartz and Anita Rowe. Internal and External Dimensions are adapted from Marilyn Loden and Judy Rosener. *Workforce America!* (Business One Irwin, 1991)
Impacts of 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 2

BLACK
YELLOW
RED
BLACK
BLUE
Bias!
GREEN
RED
BLUE
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

CLICK HERE TO WATCH VIDEO IN YOUR INTERNET BROWSER
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.

I am _______________________
   X     O
I am _______________________
I am _______________________
I am _______________________
I am _______________________
I am _______________________
I am _______________________
I am _______________________
I am _______________________
I am _______________________

Franklin Covey Co.
Extraordinary Grace Video

CLICK HERE TO WATCH VIDEO IN YOUR INTERNET BROWSER
The community reaction

CLICK HERE TO WATCH VIDEO IN YOUR INTERNET BROWSER
Panelist Discussion
Love has no labels
Who are we helping?

CLICK HERE TO WATCH VIDEO IN YOUR INTERNET BROWSER
Inclusion starts with “I”