

INTERNATIONAL WOMEN'S DAY 2019

Think equal, build smart, innovate for change

The UNITED NATION theme in celebration of the International Women's Day this year calls for innovative ways to advance gender equality and the empowerment of women.

To celebrate the International Women's Day on March 8, Brookhaven Women in Science will host two unique workshops for all attendees. The aim of these workshops is to showcase and promote discussions on the development of a sustainable approach to achieve an unbiased workplace. As stated by the UN Women organization "integrated approaches and new solutions are needed to attain the sustainable development of transformative shifts." Each workshop will be offered twice, once in the morning and then in the afternoon. Participants can choose to attend either a single workshop or both at a time that best fits their schedule.

Our Special Thanks

Energy and Photon Sciences Brookhaven National Laboratory

Program

Workshop 1

Framework for the Future: Beyond Bias

Numerous studies have shown how implicit bias affects career progression. Implicit bias or implicit social cognition, refers to actions and decisions that are contrary to our conscious values and beliefs. Research shows that awareness and understanding of implicit associations allows people to develop specific procedures in decision making encouraging them to act according to their conscious beliefs and values. Based upon AWIS research, this comprehensive workshop will focus on implicit bias, its impact and the influence in the workplace. This workshop is highly interactive with individuals participating in interactive discussions revolving around case-based scenarios, open-ended questions, and facilitated dialogue.

Workshop 2

The Importance of Effective Mentoring Relationships for Career Success

Developing strong mentoring relationships is an important component for success. The focus of this workshop is to provide individuals with tools and techniques they need to be a good mentor or mentee. Interactive activities based upon case-based scenarios will be incorporated and discussed in small and large groups. The distinct differences between a mentor, coach, sponsor, and supervisor will be addressed, as well as, the best practices that can be incorporated as either a mentor or mentee. The workshop also addresses the mentoring and networking strategies that can be implemented to begin and sustain an effective mentoring relationship.

About the Facilitators

Cynthia L. Simpson, M.Ed, CAE

Chief Business Development Officer, Association for Women in Science

Cynthia Simpson, M.Ed, CAE is Chief Business Development Officer with the Association for Women in Science (AWIS). Ms. Simpson is responsible for developing and overseeing all business development aspects with emphasis on institution partnerships, as well as development and implementation of all talent and leadership programs. She has given close to 200 talks on topics of importance to women in STEM at universities, corporations, and professional societies. Ms. Simpson has co-authored various publications including “Mentoring Postdoc Women from an Institutional Perspective” in From Ph.D. to Professoriate book and “Work-Life and Childcare Resources for Postdoc Women” in Advancing Postdoc Women Guidebook. Growing up in Seneca Falls, NY (the birthplace of women’s rights), she is a graduate of Syracuse

University with a B.S. in Business Management and George Mason University with a M.Ed. in Curriculum Instruction and Design. In 2010, she earned her certified association executive credential from the American Society of Association Executives (ASAE), with less than 5 percent of all association professionals having achieved this mark of excellence. She was named to the National Girls Collaborative Project's Champions Board and is a Co-PI on the AWIS STEM to Market Program, a two-part program that stimulates inclusive and productive STEM entrepreneurship ecosystems. Ms. Simpson currently serves on the National Postdoctoral Association's Advisory Council, Phi Kappa Phi's Bylaws Committee, ASAE's Professional Development Section Council, and is a member of the Council of Engineering and Scientific Society Executives (CESSE) and the Virtual Association Network.

Donna J. Dean, Ph.D.

Senior Federal Executive (retired), National Institutes of Health (NIH), Executive Consultant, Association for Women in Science (AWIS), Career Consultant, American Chemical Society (ACS)

Since 2010, Dr. Donna J. Dean has focused on leadership and talent development, career enhancement, and mentoring strategies for organizations and individuals as Executive Consultant (pro bono) to the Association for Women in Science (AWIS) and as Career Consultant for the American Chemical Society (ACS). She previously was Senior Science Advisor for 5 years with Lewis-Burke Associates LLC, a Washington D.C. based government relations consulting firm. During Dr. Dean's 27-year career at the National Institutes of Health and Food and Drug Administration, she held senior management positions in NIH's grants peer review system and was senior scientific advisor to three NIH Directors. In 2001, Dr. Dean was designated the founding/acting Director of the new National Institute of Biomedical Imaging and Bioengineering. In 2004, she was appointed Senior Scholar in Residence at the National Academy of Engineering of the National Academies and Senior Advisor for Engineering to the NIH Director, focusing on the interface of engineering and the health and life sciences.

Dr. Dean is a pivotal leader on scientific and technical workforce issues, in career development and mentoring strategies for scientists, and in women's health. She has written two books that draw upon her career experiences: *Equitable Solutions for Retaining a Robust STEM Workforce* (with co-author Janet Bandows Koster, Academic Press, 2014) and *Getting the Most out of Your Mentoring Relationships: A Handbook for Women in STEM* (Springer 2009). Her recent professional activities included the Committee on Science, Engineering, and Public Policy of the American Association for the Advancement of Science (AAAS), the national Board of the Association for Women in Science (2007-2008 national President), the Board of Advisors for Tulane University School of Science and Engineering (2007-2012; now emeritus member), advisor to the joint biomedical engineering program of the University of North Carolina/North Carolina State University, and Board member of the Washington Academy of Sciences. She has served serves on external advisory boards to projects at Middle Tennessee State University, Florida State University, West Virginia University, and the University of the District of Columbia. Dr. Dean has given over 500 invited presentations and workshops

to universities, colleges, medical schools, research institutions, and at meetings of professional organizations.

Raised on a tobacco farm in eastern Kentucky, Dr. Dean earned the B.A. in chemistry from Berea College, Ph.D. in biochemistry from Duke University, and conducted postdoctoral research in cell and developmental biology at Princeton University. She is an elected fellow of the AAAS, the Washington Academy of Sciences, the American Institute for Medical and Biological Engineering, and the Association for Women in Science. In September 2010, she received the NIH Office of Research on Women's Health 20th anniversary award in recognition of her efforts on women's health research and career development. Of all the awards she has received, she is most proud of the Distinguished Alumnus Award from Berea College in 2007 in recognition of her career achievements in the public sector and for her advocacy for historically underrepresented groups in science and engineering.

Agenda

8:45 Introduction - Registration

09:00 Workshop 1 Framework for the Future: Beyond Bias

10:20 Break

10:30 Workshop 2 The Importance of Effective Mentoring Relationships for Career
Success

11:50 Lunch

13:15 Workshop 1 Framework for the Future: Beyond Bias

14:45 Break

15:00 Workshop 2 The Importance of Effective Mentoring Relationships for Career
Success

16:50 Thank You