Leveraging Our Privilege to Address Systemic Biases
Overview of today’s workshop

• Introductions
• Context
• Goals
• Practice & Commitment

• Thank you to AAAS for this opportunity!
• And to our technician behind the scenes...
Who are we and why are we here?

**Monisha Pasupathi**
Professor, Psychology
Associate Dean, Honors College

Previous administrative positions:
Director of Undergraduate Programs, Psychology Department
Director of Developmental Psychology PhD Program

**Denise Dearing**
Distinguished Professor, School of Biological Sciences

Previous administrative positions:
Associate Dean, Research, College of Science
Chair, Department of Biology
Director, School of Biological Sciences
Introductions: Who are You?

There may be a poll, but if not please put in the Q&A your current position and type of institution:

Examples:

Associate Professor, teaching institution

Graduate student, Federal research lab
Systemic Biases Exist in Science
Movement-Building in STEM in the midst of the Black Lives Matter Movement.
Wednesday, February 10, 2021 | 03:00:PM - 03:45:PM ET

Workshops

If you're having issues, please clear your browser's cache then refresh the page. Still having trouble? Contact Us.
Imagine an institution free of racism

Listen

Take action
The work can be crushing

- Particularly true for BIPOC

- Let’s not ask our colleagues (BIPOC, women, LGBTQ, etc) to re-live their trauma

- Let’s use the privilege we have to move the academy forward
What We’re Doing Today: Name it, Claim it

• Identify Your Scope of Influence
  • Scientists in Training (undergrads, grads, post-docs)
  • Faculty
  • Administrators
  • Journal Editors
  • Granting Agencies
What We’re Doing Today: Name it, Claim it

- Identify Your Scope of Influence
  - Scientists in Training (undergrads, grads, post-docs)
  - Faculty
  - Administrators
  - Journal Editors
  - Granting Agencies

- Identify Your Scope of Action
  - Whom do I read/cite?
  - Whom do I teach?
  - Whom do I invite/include?
  - How do I allocate resources?
Ed Yong: Science Journalist (*Atlantic*)

- Crispr article
  - Interviewed 6 people –
    - 5 men, 1 woman (not a scientist)
  - Crispr related Nobel awarded to Emmanuelle Charpentier & Jennifer Doudna

- He resolved to do better:
  - Tracks interviewees in excel
  - Tracks the extra time involved (20 minutes per article)

- Clear change
Your Scope of Action

Decisions/Practices where I have Authority

Decisions/Practices I contribute to making with others

What I study/my research questions

Who is admitted for PhD programs

Hiring of research staff and post-docs

Transfer articulation agreements with community colleges

Whom I cite

Aspects of the faculty hiring process (advertisement language, outreach/recruitment for applicant pool, applicant screening and evaluation, etc)

Whom I feature when I teach/speak

Policies and practices around promotion, seminar invites
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Choose a task/decision, identify potential actions

**Whom I feature when I teach/speak**

- I could work to ensure that whenever possible, I feature scientists who are BIPOC, and women scientists.
- I could advocate for and/or actively engage in outreach to PhD granting HBCUs in my field.
- Consider screening practices that may be unintentionally problematic (e.g., “too advanced” for women).
- Advocate for use of disaggregated data and quantitatively evaluating hiring practices.
Choose a task/decision, identify potential actions

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Example Action Plan

I’ll shift my teaching to showcase the diversity of scientists:

I will contact historians of science for help identifying how I can build this into my introductory (gen-ed) courses by xx date.

I’ll have identified a strategy (either specific individuals to highlight or an alternative strategy to pursue) by xx date.

I’ll incorporate this material into my course by xx date.
Goal: Leave with Action Plan for What YOU can Do, Starting Now.

• What you will do:
  • Identify YOUR scope
  • Identify YOUR potential actions
  • Commit to an action and plan
“if only we're brave enough to see it. If only we're brave enough to be it.”

Let’s be brave enough.
Make a plan. Make it happen.

We would love your feedback: take the survey:
https://csbsutah.co1.qualtrics.com/jfe/form/SV_3jv0WVRtWbcYiGi

Email us: dearing.denise@Utah.edu, monisha.pasupathi@psych.utah.edu