

GIRLS DISCOVER STEM CONFERENCE

MAY 25 & 26, 2019

WOMEN IN STEM SESSION – Discovering Your Personality and Overcoming Barriers

1:00: Introductions

Deb to introduce the Girls In The Classroom project and provide context to the session. Each woman will have the opportunity to introduce herself and provide an inspiring story – one of perceived or real barrier(s) she has overcome to reach the position she is in now. The basic ideas/ themes are: other people do not define us; resilience; perseverance / grit / pursuing our curiosity about STEM. It will be a character discussion on being a woman in STEM and how knowing and trusting our innate character strengths supported our success (play to your strengths).

1:20: Identifying STEM Goals and Perceived Barriers

Deb to begin this segment by identifying what I want to accomplish (now or past tense) and a perceived barrier, put up sticky notes on sheets of paper at front of room. All women complete this as leading examples for the girls. We can also frame it as an accomplishment and a challenge or something we had to struggle with. Ask all girls to complete the exercise:

1. What do you want to accomplish in STEM? – sticky note #1
2. What are the barriers? – sticky note #2

(We could organize sticky notes into categories while Marianne does the next session:)

1:35: Youth DISC Report Interactive Session

- Marianne to lead
- Girls will complete the Youth DISC survey and tally up their points
- Each corner of room will indicate one of the 4 preferences (DISC) – girls to move to corner of room that they identify with
- Leads into a discussion on understanding yourself and doing what you were born to do- what are your natural preferences, etc.
- Women to discuss further examples of how we play to our strengths in our respective roles (E.g. Karen is a Di - likes Project Management roles in engineering as opposed to the detailed work – plays to her preferences to excel).

2:05: Personalities and STEM

- Discuss how this plays into our everyday lives as women in STEM. We can give examples of how understanding our own preferences and those of others supports great teamwork. As Women in STEM, we work in teams every day. Having diverse teammates is critical to project success.
- Have girls go up to the front and put tallies/dots next to barriers that girls identify with the most – identify most voted barriers.

Other talking points:

- How to value your personality and also the personality of others – helps with education and career goals, communication and understanding other's behaviors and choices / ways of taking in information and communicating. Working in / leading teams will constitute a large portion of their careers. Once you know someone else's personality, this enhances team cohesiveness and leads to personal and collective success.
- Tie it back to diversity and inclusion mandate of Girls in The Classroom – not fitting into boxes is ok! We need and want diversity. It enhances workplace cultures and diverse teams make good business sense

2:20: Overcoming Challenges in STEM

Barriers with most votes identified and 1 barrier per sheet written down and placed at tables. Break into smaller groups & tackle the barriers with the most votes. Go over the identified solutions or ways to overcome or re-think perceived barriers.

2:35: Wrap-up & Closing Statements



What STEM goals do you want to achieve career-wise?

Career	What Parents Want Them To Be	What Girls Want to Be
Doctor	4	2
Lawyer	1	4
Chemist		2
Therapist		2
Artist		4
Engineer	1	5
Librarian		2
Vet	1	2
Architect		1
Nurse		1
Business Leader		2
Orthodontist		1
Computer Programmer		2
Accountant		1
Orthopedic Surgeon		1
I don't know		7
Author		1
Actor		2
Private Investigator		1
Flight Attendant		1
Chef		1
Marine Biologist		1
Psychiatrist		2
Scientist		1
Forensic Scientist		1
Water Resource Scientist		1
Musician		1
Dancer		1
Mechanic		1
Biology		1
Astronomer		2
Geologist		1
Paleontologist		1

Quotes

My family is mostly doctors

My mom wants me to become a doctor, because she likes me doing chemistry. But I'm not sure being a doctor is for me

My parents want me to be a doctor or a lawyer

I want to be a therapist or a chemist. I'm scared that if I become a therapist I'll get bored. But if I become a chemist, my mom might not approve

I would like to be an artist, but I'll disappoint my parents. So I just don't tell anyone that I'd like to be an artist. It's the biggest secret of mine.

My parents want me to be a doctor or an engineer but I want to be a librarian. I don't mind being a vet, because I love animals, but I love books more and want to talk to people about them or suggest books to them.

I want to be a vet, librarian or an engineer

I want to be a therapist or a chemist.

I want to design and or build structures that could help the community (e.g. shelters, hospitals, etc.)

I want to learn more about chemical engineering

I think I want to be a chemical engineer, mechanical engineer or a robotic engineer

I want to be a neonatal nurse

I want to be a business person with different experiences like in STEM

I don't know yet - all I know is that I want to be successful and go above and beyond

I don't know too many options

I want to be a marine biologist, biomedical engineer or genetic engineer

I want to do something biologic related; I'm not sure exactly what yet

I don't know yet. But I see myself as a leader of something. I'm the oldest child in the family so keeping everything in control is one of my most favorite things to do.



What are your perceived barriers to achieving these goals?

Being at a disadvantage in life
Family telling me not to
I'm scared of being unrepresented in a field as I get older
Most engineering fields are male-dominated
Negative people
Narrowminded public
Barriers are my gender and lack of patience
Money for education
Peer pressure
Is this the right career for me?
Sometimes people talk to you and it's really awkward
Trying to talk to people
Negative mindsets
I'm not sure if I will want to be an engineer when I get older
I might not be able to do it - I'm international student, marks and interviews. I'm worried I will fail but I know I won't give up on what I want.
Pressure
Work load
I don't know what the challenges might be
The commitment
I don't know what education I need
Studying
I don't know if I can find a job that goes with what I want to study
I'm scared I won't be able to get into a good university
There are already a lot of people that are so good at art and I feel like I'm not going to be the best one. And you can't really make money if you're not the best one.
Feeling like I don't deserve to have the same opportunity
I'm afraid I won't make money or I won't be good at it.
I'm scared to not be able to enter med school
I'm not sure if I will be successful in this field
I think that I will fail
I have way too high expectations for myself
Being scared of not having the qualifications I need for my career path
Money - I don't know if I can afford it
Too many options
I don't know what to do in the future
I don't know what direction I should be moving in
I don't know what my options are
Too many options, don't know what to choose



How can you overcome these perceived barriers?

Girls Discover STEM Workshop
May 25, 2019
U of S Campus

Believe in yourself

Failing is part of learning

Stop expecting bad things to happen

Trying is better than not trying

You don't have to be the best. At least be better than you were before

Not comparing yourself to others

Take time off to work to save money for school

Apply for scholarships

Take out a loan from bank or parents

Get advice from people

List the options of potential careers

Identify your skills

Do things you like

People can help you