M&I
Invited Speaker
Diversity

Dr. Ada Hagan

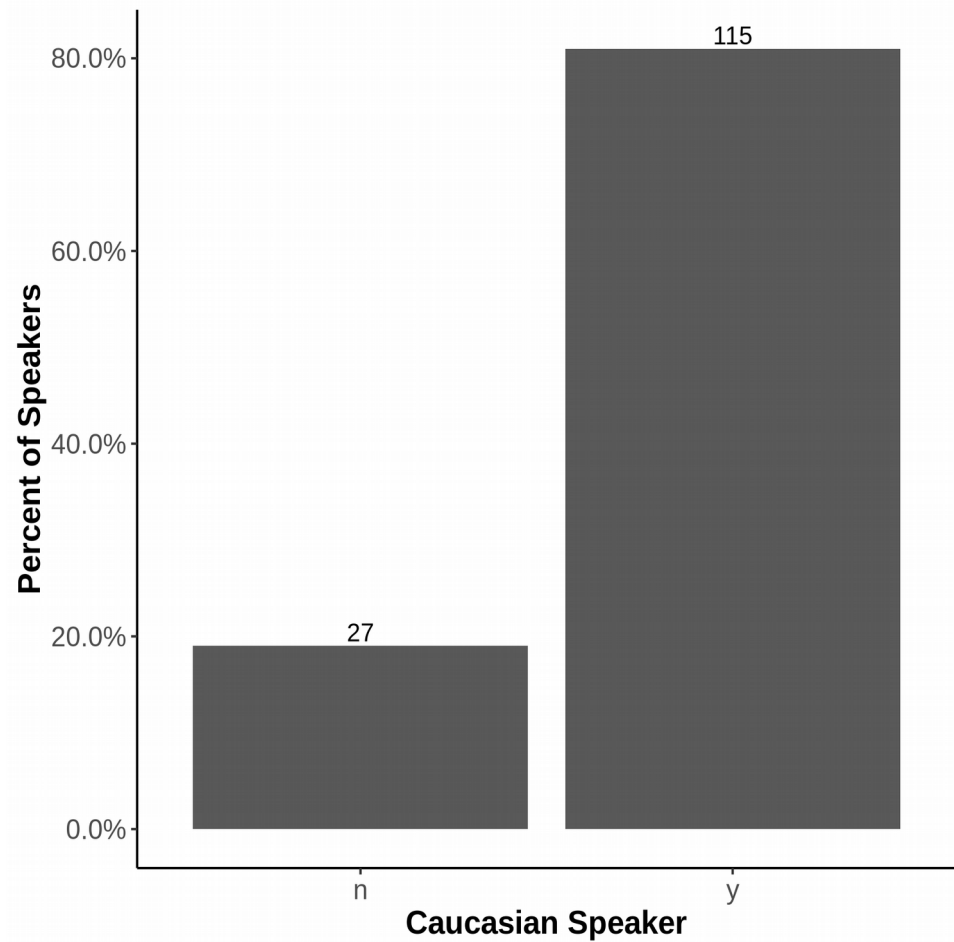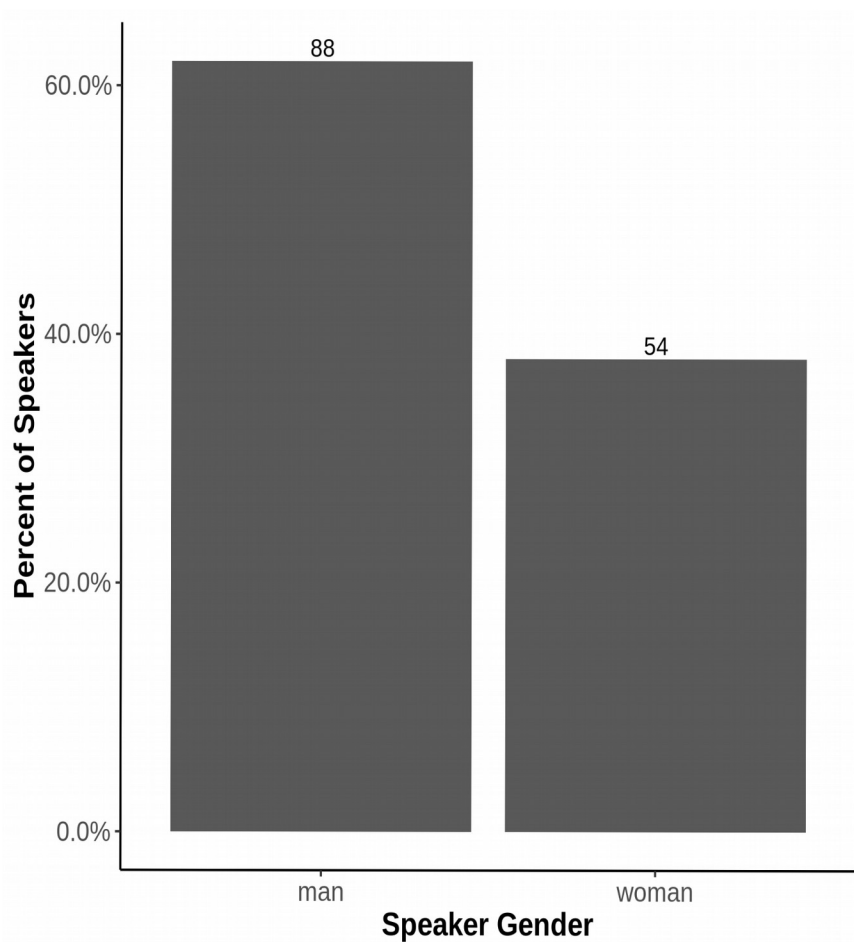Dr. Josie Libertucci

Why Representation Matters in STEM

- Women and people of colour are underrepresented in academic science and medicine (Coe *et al* 2019. The Lancet)

- Growing body of evidence suggests:
  - Exposure to female/POC scientists increases retention in STEM majors
  - Strengthens attitudes of self-identification, which promotes motivation to pursue career in STEM (Carter et al., 2018. PLOSOne)

Question: What are the demographics of the invited speakers in the Dept. of M&I and do they match our trainee demographics?
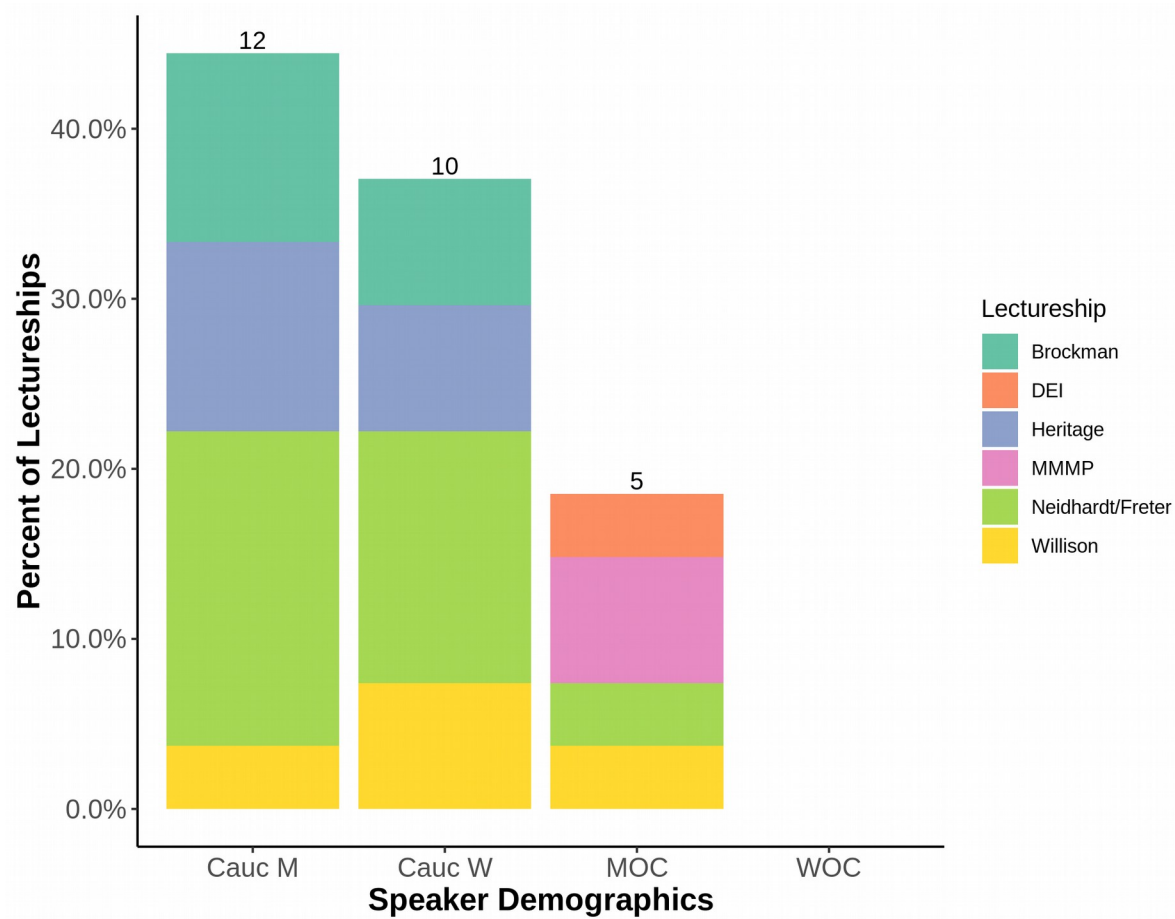
Data & Methods:

- M&I Trainees (including masters, Ph.D., and Postdocs) on the current department listservs

- M&I Invited Faculty Speakers from Fall 2014 to Spring 2019 – 5 academic years.

  - Each speaker was only counted once, and anyone listed as a "host" could not be an "invited speaker"

  - Lectureships – special circumstances around the invitation, e.g. Heritage, Brockman

- Demographics hand-coded using google/personal knowledge:

  - Presenting gender (man/woman)

  - Presenting race (Caucasian: y,n)

    - Caucasian – U.S. Census definition includes Middle Eastern, European, Russian

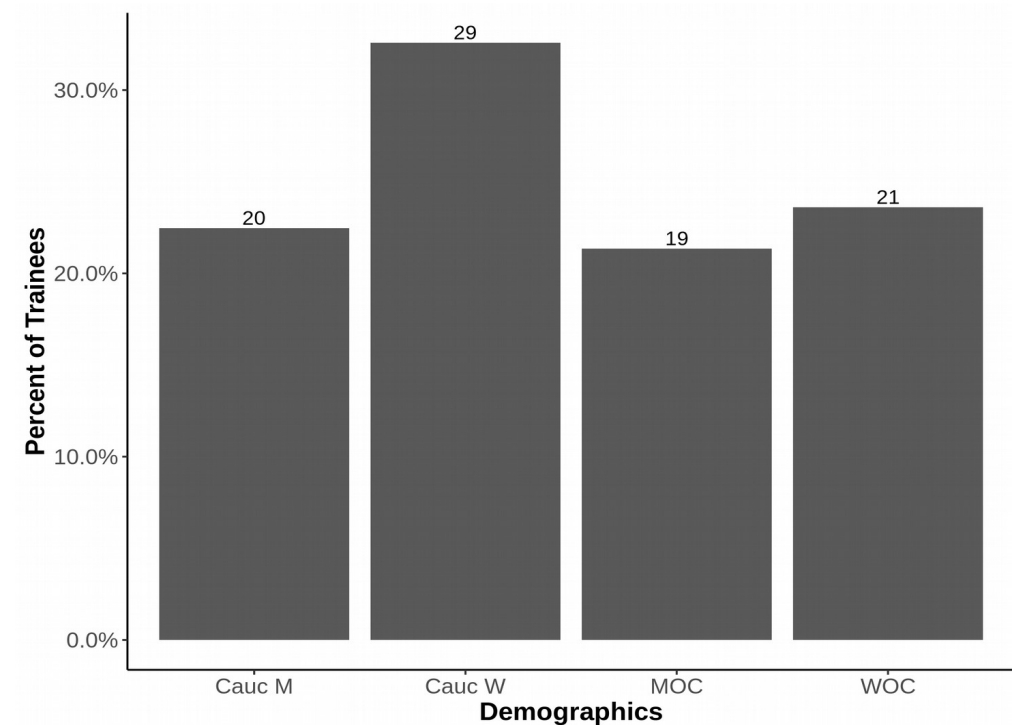   - Person of Color – includes Hispanic, Indigenous, Asian
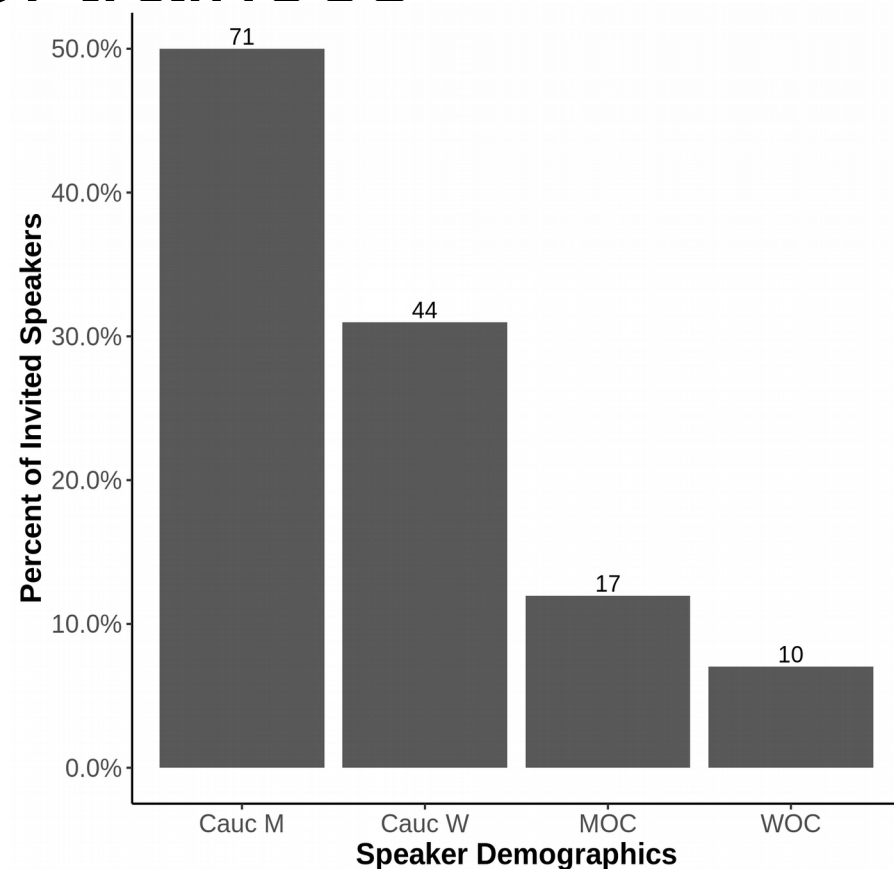
Demographics of Invited Speakers

Demographics of Special Lectureships

Demographics of invited speakers do not match those of trainees

Demographics of M&I Trainees

Demographics of M&I Invited Speakers

A proposal: Best-practices for selecting invited speakers

Aim: To represent all groups equally (CM/CW/MOC/WOC)

Some options:

A. Switch from "PI invited" to "Lab invited" and encourage your trainees to choose a speaker from an under-represented group

B. Use diversity resources:
   - 500queerscientists.com
   - 500womenscientists.org/request-a-speaker
   - diversifyeeb.com
   - diversifychemistry.com
   - List of women virologists
   - ASM list of minority microbiologists
   - https://bit.ly/2TIIHIr (A list of women in microbiome research)

Thank you & Questions