

Creating Inclusive Cultures in STEM

Dr. Liz Litzler

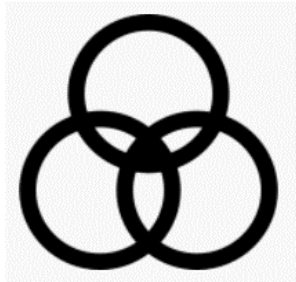


CENTER FOR EVALUATION & RESEARCH FOR STEM EQUITY

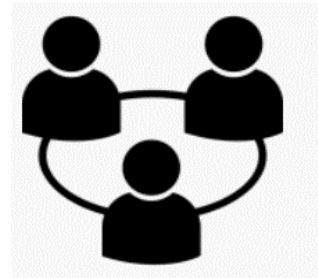
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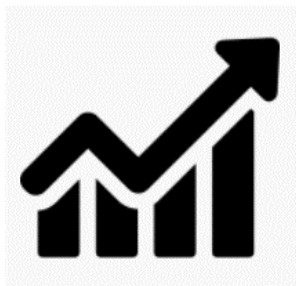
To improve equity and broaden representation in STEM fields



Research,
Evaluation, &
Consulting



Building
Relationships

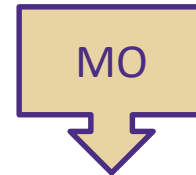
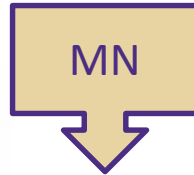


Multiple
Methodologies



Critical
Orientation

Who Am I?



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Principles of Engagement

Initial Agreements from G. Singleton's & C. Linton's
Courageous Conversations

1. Stay Engaged
2. Experience Discomfort
3. Speak your Truth
4. Expect and Accept Non-Closure

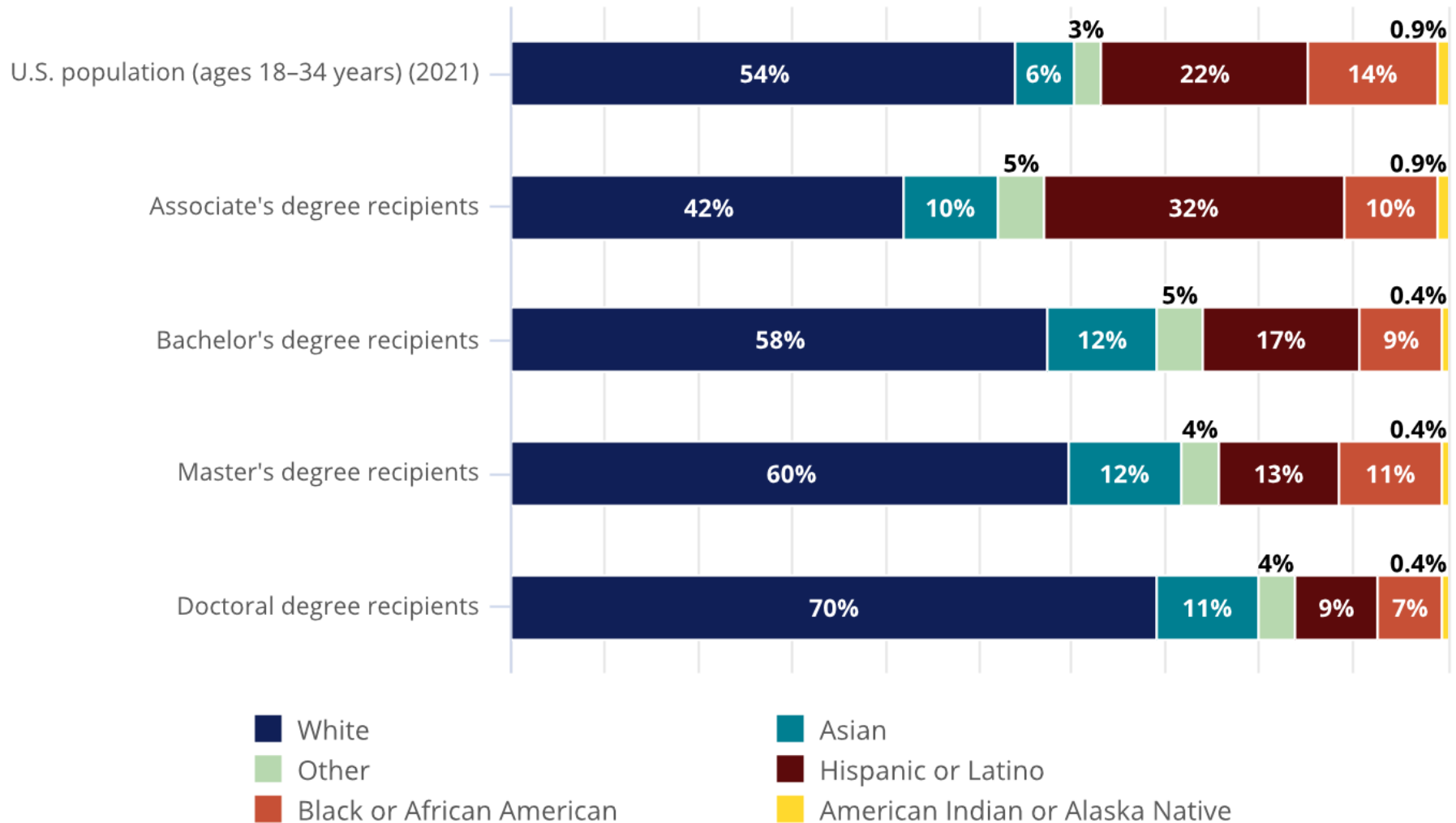
Today's Agenda

- > The state of Diversity, Equity, and Inclusion (DEI) in STEM Fields and what we mean by inclusion**
- > Research on Barriers to Inclusion**
- > Problem identification & Action Planning**



The State of DEI in STEM

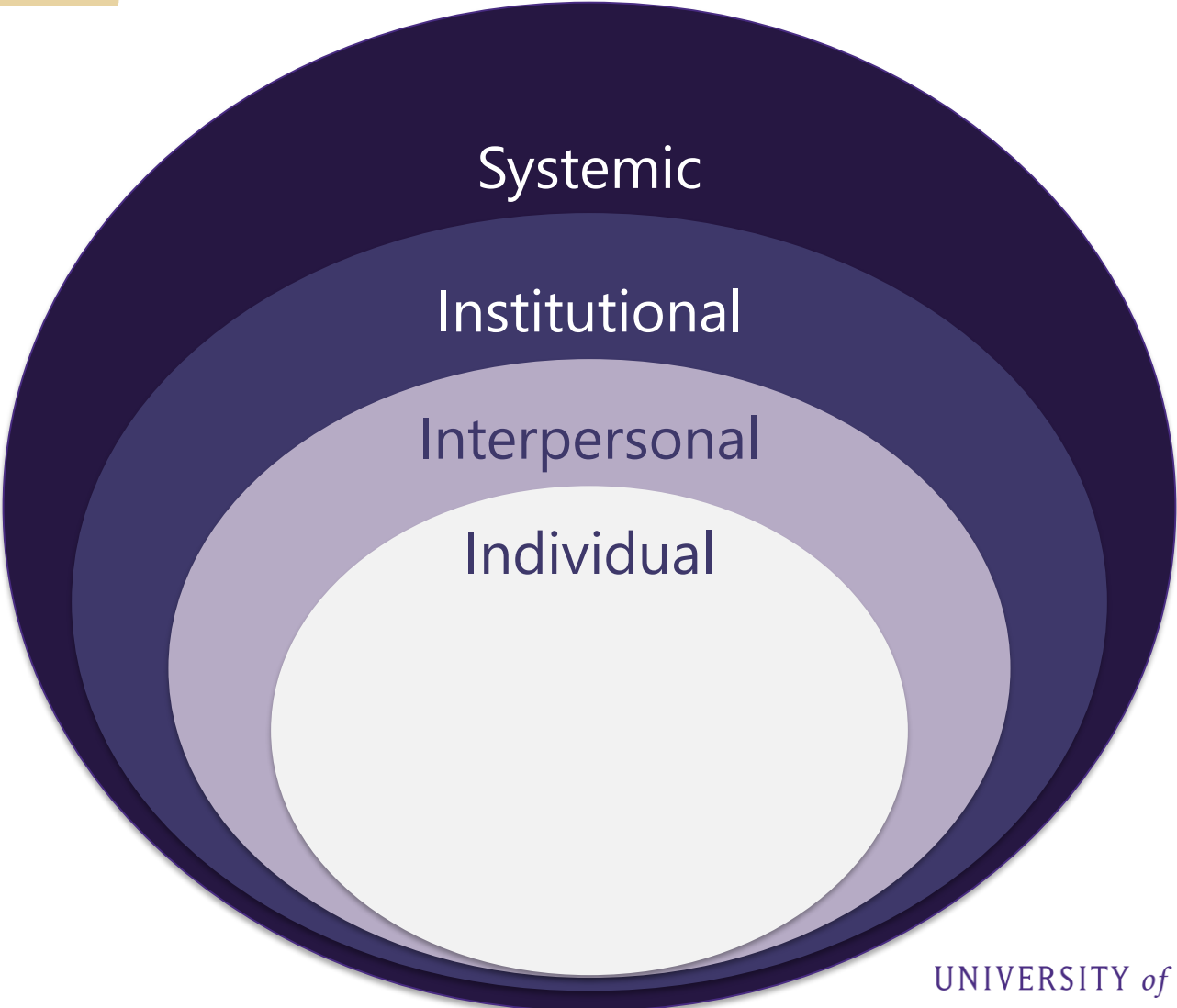
U.S. population ages 18–34 and S&E degree recipients, by degree level and race and ethnicity: 2020



Source(s):

National Center for Science and Engineering Statistics, special tabulations (2022, Table Builder)

Framework for DEI Analysis



Why diversity, equity, inclusion and Justice?

Diversity = Numbers

Equity = Fairness, treating people how they want/need to be treated

Inclusion = Welcoming, respecting, valuing different ways of thinking and being

Justice = Recognizing and addressing inequity

Belonging is a human need



Reflection Exercise

Picture a situation when you felt included, welcomed, or valued in the recent past....

What about that situation made you feel that way?

Discuss: Bringing our full selves to our work



Research on Barriers to Inclusion (and how to address them)

Stereotypes/Unconscious Bias/Implicit Bias



In-Group / Out-Group bias



Microaggressions



Physical Barriers



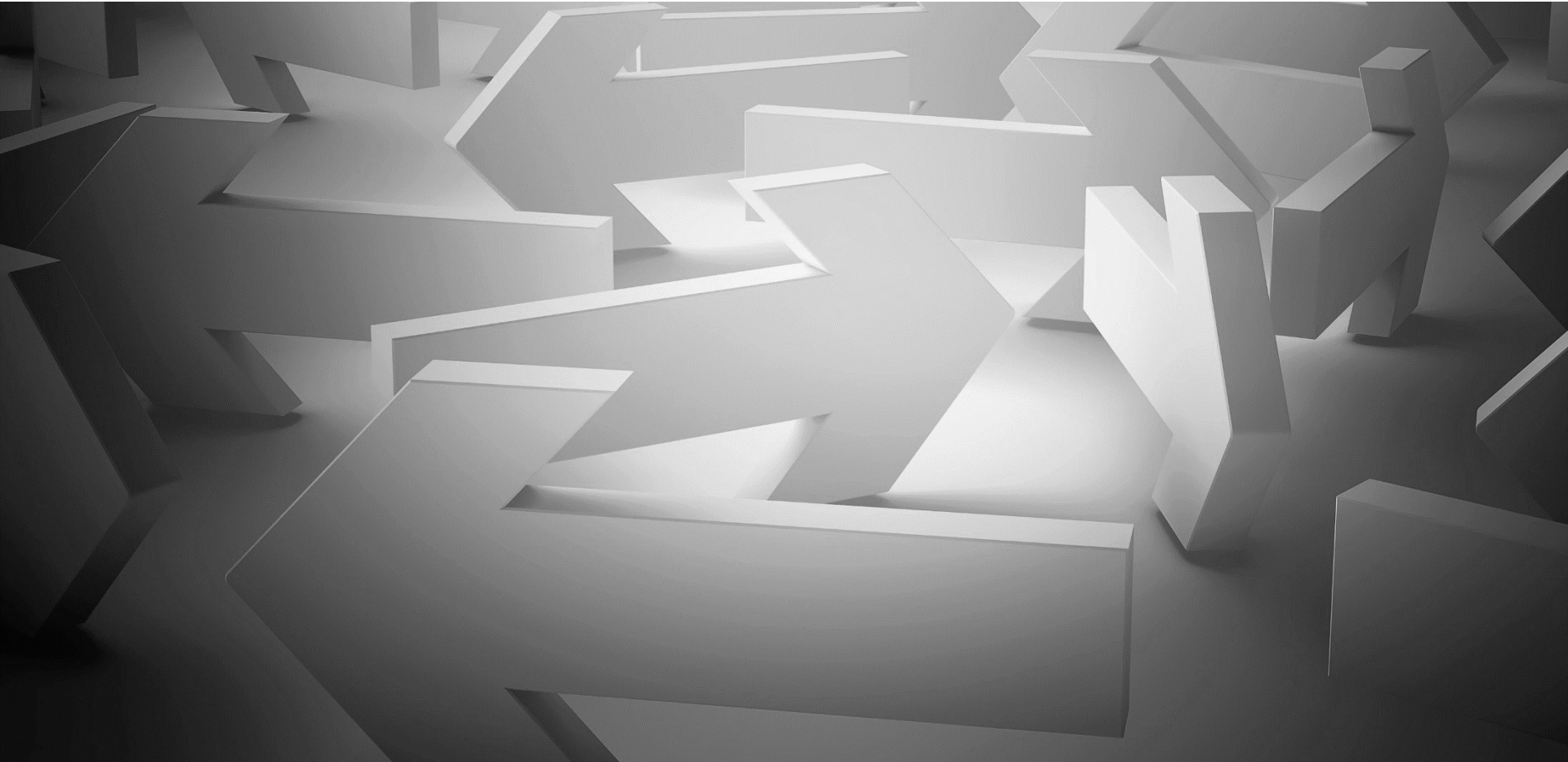
Ignoring/Tokenizing Differences



Curriculum & Pedagogy that is NOT culturally relevant or holds stereotypes



No Prioritization / Lack of Focus



Reflection Exercise – show of hands

- > Microaggressions
- > In-group/ out-group bias
- > Stereotypes/unconscious bias
- > Physical barriers
- > Ignoring Differences
- > Curriculum/Pedagogy not culturally relevant
- > No Prioritization of DEI by orgs

Problem Identification and Action Planning

Complicity & Collusion



Belonging and inclusion are enhanced when people are:

- > Known/recognized**
- > Affirmed for their assets**
- > Needed**
- > Shown love/care**
- > Able to contribute / have their voices heard**
- > Able to access relevant opportunities**
- > Able to meet with others similar to themselves**
- > Open/transparent in communication**

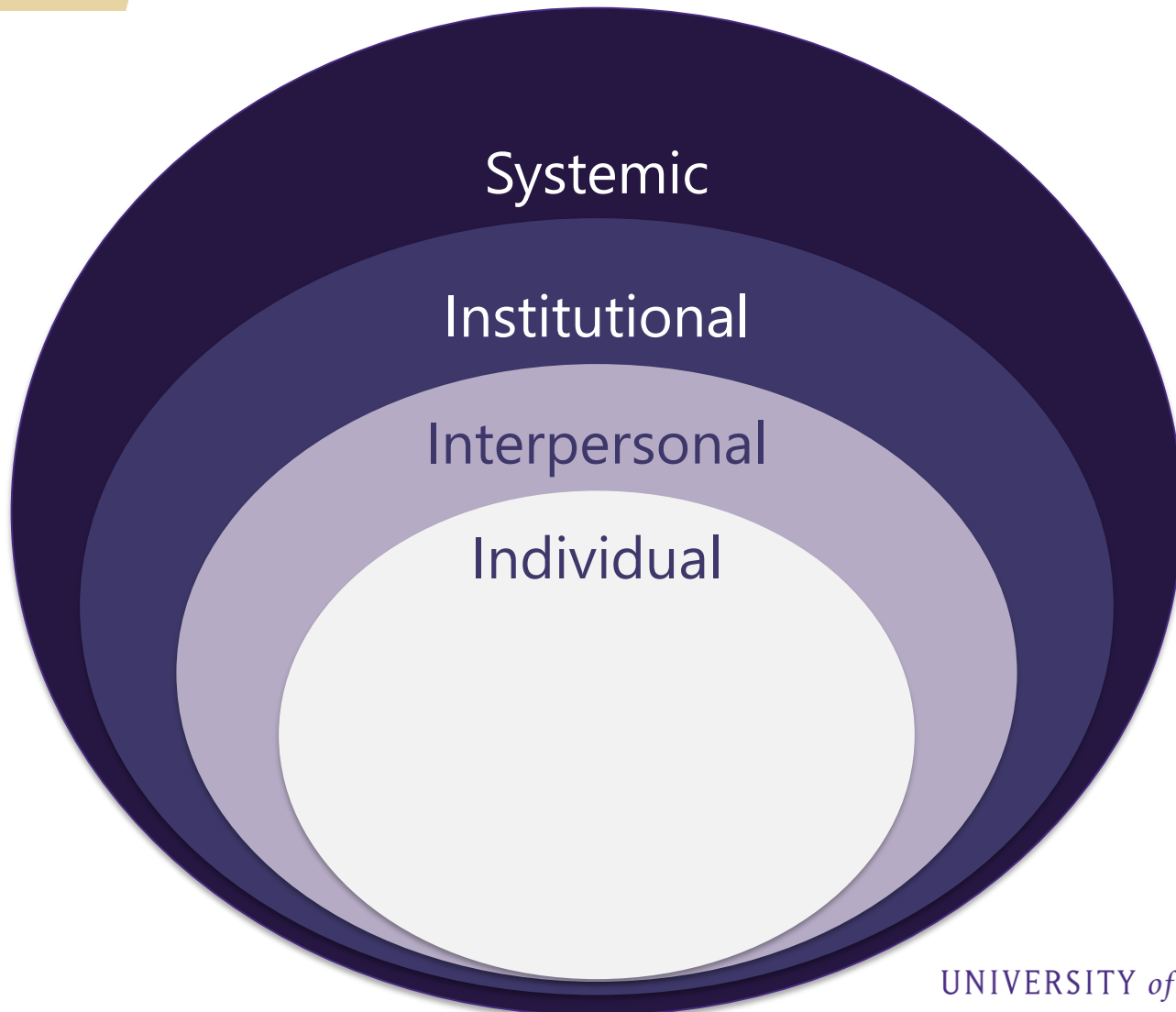


Belonging and inclusion are enhanced when organizations are:

- > Providing opportunities to all**
- > Creating affinity spaces and supporting them with resources**
- > Open/transparent in communication**
- > Focused on building team cohesion and empowering others**
- > Implementing fair performance evaluations**
- > Known for having diverse leaders**
- > Examining and addressing structural inequities**



Action Planning



Reflection in Small Groups or Pairs

	Individual	Organizational
PIONEER collab		
Lab/Research Group		
Department-level		
++++		

Final Reflection Exercise

What is one commitment you are making today to increase inclusion and belonging in your school/workplace?

**Questions, Comments,
Reflections?**

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