



AGEP-NC Alliance: A Change Model for Doctoral to Faculty Diversity in STEM

AGEP-NC Summer Alliance Meeting May 13, 2019, NC State University



Excerpts of Keynote Address “I am the Innovation”

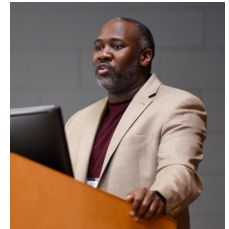
by Adrian Coles, PhD 2014 Statistics, NC State

Diversity and inclusion is the social innovation that our organizations need to continue to drive the broader scientific innovations that our world needs.

When we welcome voices from multiple backgrounds, it allows us to project a problem into multiple spaces that are defined by a variety of cultural perspectives. This helps us to see problems more deeply and to imagine a broader range of solutions.

When we welcome voices from multiple backgrounds, it helps to minimize the chances that the opinions and feelings of one group, partly defined by their cultural heritage, will always be the dominant force in decision making.

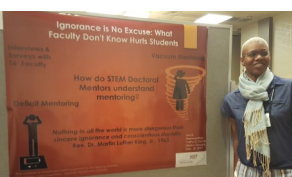
When we welcome voices from multiple backgrounds, it allows us to better establish ethical borders. Our individual value systems are partly determined by the values of our community, and these value systems vary widely, even between groups that share common core beliefs, such as religious beliefs. So when we create diverse teams and allow others to bring their values to bear in our decision making, it helps us to establish better borders around what we should do, despite what we can do.



2019 AGEP National Research Meeting Coeur d’Alene, Idaho, May 19-21, 2019

We gathered a good many ideas and resources from other AGEP projects across the country at the 2019 AGEP National Research Meeting. Here are a few resources and ideas that we may be able to use in our own AGEP-NC project.

- Structure and belonging: Pathways to success for underrepresented minority and women PhD students in STEM fields. AJ Fisher et al. *PLoS One*. 2019. <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0209279>
- Mentor-mentee retreats. One example: Indigenous Knowledge Field Camp. <https://pnwcosmos.org/event/indigenous-knowledge-field-camp/>
- Resources for mentoring postdocs: <http://www.btaa.org/leadership/pai/mentors>



- Ideas for institutional change: James Duderstadt, 2000, *A University for the 21st Century*.

Congratulations to Lisa Merriweather, Runner-Up for Most Creative Poster!

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