



# How to Build an Inclusive STEM Community

UC Davis ADVANCE • Year 1 Retreat

**APRIL 26, 2013 • 8:30am - 4:30pm**  
**UC Davis Student Community Center**

## Agenda

- 8:30-9:00 **Continental breakfast**
- 9:00-9:15 **Welcome**  
*Linda PB Katehi (UC Davis Chancellor and Professor of Electrical and Computer Engineering and Gender Studies)*
- 9:15-9:45 **Presentation:** Recent data on the state of the STEM faculty at UC Davis  
*Maureen Stanton (UC Davis Vice Provost for Academic Affairs and Professor of Evolution and Ecology)*  
*Kim Shauman (UC Davis ADVANCE Director and Professor of Sociology)*
- 9:45-10:30 **Panel + Discussion 1:** Increasing diversity in faculty recruitment – Best practices from ADVANCE institutions  
*Diana Bilimoria (Key Bank Professor and Professor of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University)*  
*Eve Fine (Researcher and Workshop Developer, Women in Science & Engineering Leadership Institute, University of Wisconsin, Madison)*
- 10:30-10:45 **Coffee/Tea Break**
- 10:45-11:30 **Panel + Discussion 2:** Policies and practices that lessen the impact of implicit bias  
*Abigail Stewart (Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies, and Director of University of Michigan ADVANCE)*  
TBA
- 11:30-12:15 **Panel + Discussion 3:** Underrepresented Minority Women in Academia – Challenges and strategies for recruitment, retention, and career development  
*Ruth Zambrana (Professor of Women's Studies and Director of the Consortium on Race, Gender, and Ethnicity, University of Maryland, College Park)*  
*Caroline Turner (Professor of Educational Leadership, California State University, Sacramento and Professor Emerita, Higher & Postsecondary Education, Lincoln Professor of Ethics and Education, Arizona State University)*
- 12:15-1:15 **Lunch on the Student Community Center patio**
- 1:15-3:00 **Initiative breakout sessions**  
*Initiative committees will meet with External Advisory Board members and consulting faculty to work on plan of activities for Year 2*
- 3:00-3:15 **Coffee/Tea Break**
- 3:15-4:15 **Reconvene: Group meeting of all initiative committees**  
*Co-directors will report on goals and plans for Year 2*
- 4:15-4:30 **Concluding remarks**  
*Adela de la Torre, Kim Shauman, Maureen Stanton*