**National Summit on Innovation & Entrepreneurship: A Roadmap for Inclusion
Discussion Guide**

The following discussion guide was created to stimulate dialogue and conversation centered on the various presentations which took place during the Summit. Access to the recordings can be found at http://www.innovation-summit.org/oak-replay/.

We are pleased to be able to provide you with this discussion guide that can be utilized at various programs and events which are developed by our chapters, affiliate groups, and institutional partners as a benefit of membership/partnership with the Association for Women in Science.

DIALOGUE AND DISCUSSION: THE IDEAL ECOSYSTEM – WHERE DOES INNOVATION HAPPEN AND HOW DOES IT SPREAD?

1. What can each of us as individuals do to promote diversity and inclusion in the workplace? How might approaches differ depending on one's status within an organization?

2. How can personal and professional development be tailored for women? Beyond the technical skills, are there particular skills or training that would improve the ability of women to achieve equity in the workplace?

3. What are sources of unconscious bias and how do we mitigate them? At what point in our lives do we form these biases?

4. Are there any potential drawbacks to an institutionalized commitment to diversity? Is aiming for a 50/50 gender split during the interview process or company-wide goal every organization should strive for in order to maximize innovation?

REMARKS: UC DAVIS STUDY OF CALIFORNIA WOMEN BUSINESS LEADERS

1. What are some patterns noticed over time about women at work that allows for growth for women to advance their careers?

2. How are companies/institutions encouraging women in advancement? Are there any companies/institutions setting a revolutionary theme to create and sustain females in their advancement?

3. What are tips and tricks in managing upward at work when working with a male manager? How can you help him understand the need for the importance of work-life satisfaction?

4. How can we assist women in continuing their presence as CEOs of major corporations/universities?

2:1 INTERVIEW: CREATING ENVIRONMENTS THAT FOSTER INNOVATION: A ROADMAP FOR INCLUSION

1. How do we hold leaders responsible/accountable for creating a culture of inclusion and diversity? What are the main sources of incentives or pressure for change and how do they differ between academia and industry?

2. Does the tenure system in academia promote or stifle innovation? Does society benefit from basic science or should more emphasis be placed on research that directly attempts to tackle society's problems?

3. What are the external and internal factors that deter women from faculty positions or startups? Are women being excluded due to others' unconscious bias or are they consciously deciding not to pursue what they perceive to be undesirable positions? What can be done to reduce both internal and external deterrents?

4. How can we utilize big data to assess progress? What are the most useful metrics and who should take responsibility for such studies?

KEYNOTE ADDRESS: JANET NAPOLITANO, PRESIDENT, UNIVERSITY OF CALIFORNIA

1. In what ways is it possible to manage risks when working in an innovative/entrepreneurial environment?

2. What are some ways that current trainees can gain experience in the entrepreneurial world? Are there opportunities outside of additional education (MBA, workshops, etc.)?

3. How can cutting edge research which is being conducted at universities across the country be transferred out into the global economy? What are some of the factors that impact this goal?

2:1 INTERVIEW: STIMULATING CREATIVE PARTNERSHIPS TO SUPPORT ENTREPRENEURIAL SCIENTISTS

1. What are some strategies to tie innovation (and particularly technology) to basic science at the bench? Can we use advances in automation and data processing to bolster the strength of basic research?

2. A large focus was placed on valuing individuality, both in terms of personal success, as well as fostering a successful environment by highlighting employees' particular strengths. What are some

practical steps an organization or institution can implement to promote individuality, while still moving toward their larger mission goals?

3. One-on-one mentoring has been shown to be immensely helpful in professional development. Besides larger group meetings, what types of resources can be made available to trainees and young scientists/entrepreneurs to increase both the size of professional networks and the strengths of such relationships?

4. How are women balancing work-life satisfaction in advancing their career path when they want to become a member of the C-Suite or high-level administrator within academia? Can they have it all?

PANEL: SHOW ME THE MONEY: FUNDING FUTURE INNOVATORS

1. How does the funding arena encourage others with commercial experience without a PhD to be able to penetrate this space (i.e. venture capital)?

2. What other funding sources should women be made aware of when looking to finance their ideas? Is venture capital the only option to pursue?

3. How are major biotech companies with venture groups leveraging their own employees to help cast the net of incubators out there that they know would be a good fit for their companies?

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