PIPELINES TO PATHWAYS
HUMANIZING DIVERSITY IN STEM

October 17-18th 2023
Bennett College Global Learning Center
AGENDA

DATE/TIME	DAY 1 -- SESSION NAME & DESCRIPTION	LOCATION
Tuesday, 9am-10am	K-12 Fireside Chat with Nic Stone	Main ballroom
Tuesday, 10am-12pm	PATHWAYS Conference Registration Sign-In	Main hall
Tuesday, 12pm-12:45pm	Opening Plenary- Keynote Nicc Stone "Anti-Racism Strategies to Humanize our Students"	Main ballroom
Tuesday, 1pm-1:45pm	**A Successful STEM Educational Model in the Electrical Engineering Program** -Dr. Yasser Ismail Presentation discusses the CERL model, which has successfully increased EE program enrollment and retention in the past two years, at an HBCU. The CERL model provides undergraduate students with the knowledge and practical skills through development courses and modern projects. The novelty of the CERL model lies in its ability to successfully prepare students for leadership through intensive training and organizing different activities. This leadership was demonstrated by sending undergraduate students on outreach projects at local area middle schools and high schools.	Classroom 12
Tuesday, 1pm-1:45pm	**Proactive Coaching & Advising for STEM Students to Improve Retention and Career Success** -Dr. Krystal Foxx Retention outcomes continue to be an area of opportunity for colleges and universities when addressing ways to engage STEM students, especially those who are historically underrepresented in the field. This presentation discusses strategies to improve retention using a proactive/intrusive model when coaching students and professionals in technical and STEM fields. During this presentation, participants will learn more about integrative approaches to coaching, techniques to build meaningful relationships with STEM students and industry professionals both virtually and in person, and ways to navigate barriers for STEM students and prepare them for personal and professional success. Best practices of program implementation, lessons learned, and future needs and areas of development will also be discussed. Participants will be able to share additional innovative practices	Classroom 13

	with their peers and gain clarity and knowledge through interactive conversations.	
Tuesday, 2pm-2:45pm	**"We are More than Numbers": Humanizing the Evaluation Process** -PANEL DISCUSSION- Dr. Geleana Alston, Principal Evaluator Alston Consulting, LLC Dr. Suzanne Barbour, Dean, Duke Univeristy Graduate School	Main ballroom
Tuesday, 3pm-3:45pm	**A Successful STEM Educational Model in the Electrical Engineering Program** -Dr. Yasser Ismail Presentation discusses the CERL model, which has successfully increased EE program enrollment and retention in the past two years, at an HBCU. The CERL model provides undergraduate students with the knowledge and practical skills through development courses and modern projects. The novelty of the CERL model lies in its ability to successfully prepare students for leadership through intensive training and organizing different activities. This leadership was demonstrated by sending undergraduate students on outreach projects at local area middle schools and high schools.	Classroom 12
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Tuesday, 4pm-6pm	**Dinner & Networking**	

DATE/TIME	DAY 2 -- SESSION NAME & DESCRIPTION	LOCATION
Wednesday, 9am-10am	**Continental Breakfast & Conference Registration**	Main ballroom
Wednesday, 10:00-11am	WORKSHOP: **Addressing Implicit Bias in STEM: A Crucial Imperative for Professionals** -Dr. LaTeesha Sampson Achieving true excellence in STEM requires more than just technical expertise; it necessitates acknowledging and rectifying implicit bias that may hinder diversity and inclusivity. This training delves into the critical importance of addressing implicit bias among professionals in STEM fields. Implicit biases are subconscious attitudes and stereotypes that influence individuals' judgments and behaviors, often unknowingly perpetuating systemic inequities. In STEM, these biases can lead to the underrepresentation and marginalization of certain groups, such as women and minorities.	Main ballroom
Wednesday, 11-11:45am	**Using alternative grading to Create an Inclusive Classroom** -Dr. Tara Slominski This session will leverage empirical research to demonstrate how the traditional grading approaches common in most STEM classrooms are outdated and perpetuate inequitable practices that leave faculty and students with a convoluted and inaccurate representation of student learning. We will discuss how traditional grading approaches create barriers to student success, undermine and misrepresent learning, and propagate inequities in education. We will challenge the widely held deficit model of STEM achievement gaps and attendees will be encouraged to reflect on the ways in which individual instructors can begin to reshape grading norms in higher education. Lastly, we will consider what grades actually represent (perhaps not what we intend!) and then begin to explore alternative grading structures that can help create equitable and inclusive learning environments for STEM students	Classroom 12
Wednesday, 12-1pm	**Lunch**	Main ballroom
Wednesday, 1pm-1:45pm	**Leadership Strategies in Leading Equity Work** -Phillip Nevel As organizations work to identify their equitable practices and create equitable outcomes, this presentation focuses on selected leadership strategies that support institutional and system leaders to create the conditions for sustaining equity-focused change. This presentation will discuss assessing the need within institutions/systems, how to conceptualize leveraging external support and the human capital needed for this work, and the role of communities of practice, collective action, and collective impact to scale change within and across systems.	Classroom 12
Wednesday, 1pm-1:45pm	**Mentoring meant for Student Success** -Dr. Antenor Hinton	Classroom 13
Wednesday, 2pm-2:45pm	**Person-Centered Broadening Participation in Computing Efforts** -Dr. Radhouane Shousane	Classroom 12

	This presentation engages the audience with problems that arise from challenges in Broadening Participation in Computing, and how they can be better solved by making more culturally aware and person-centered efforts. The major challenges that we will cover include (1) past communication challenges in reaching out to future students, (2) attendance by sufficiently diverse students being low at university-wide recruitment events, (3) comfort in the learning environment around sexual identity, and (4) students sense of belong in the computer science field. The presentation will emphasis past research showing that the ability to combine computer science with other fields of study contributes a lot to humanizing and institution's BPC efforts and is a positive influence for students to choose computing as a major.	
Wednesday, 2pm-2:45pm	**PENDING**	Classroom 13
Tuesday, 3:00pm-4pm	**Closing Plenary: Humanizing Artificial Intelligence in STEM and Higher Education: Implications for Inclusivity, Workforce Development, and Enhanced Outcomes** -Dr. Amml Hussein & Dr. Juan Rios Artificial Intelligence has rapidly emerged as a transformative force in various domains, including STEM and higher education. As AI technologies become increasingly integrated into these fields, it is crucial to focus on humanizing AI to ensure equitable access and opportunities for underrepresented groups. This presentation examines the implications of humanizing AI for broadening access to education, mitigating the digital divide, and promoting diversity within the computational sciences workforce. Despite the increasing pervasiveness of AI, the digital divide persists, with some communities lacking access to advanced technologies. By humanizing AI in the context of STEM and higher education, efforts can be directed towards bridging this gap. Collaborative initiatives, public-private partnerships, and policy interventions that prioritize equitable distribution of AI resources can contribute to leveling the playing field for all learners. Human-centric AI implementation empowers students from all backgrounds to thrive in the computational sciences workforce, fostering a brighter and more equitable future. The technology industry has historically suffered from a lack of representation, with women and minorities being significantly underrepresented. As we continue to embrace AI technologies, it is essential to recognize the transformative potential of human-centric AI to build a more equitable and diverse future in the computational sciences	Main ballroom
4:00-4:05pm	**Final Remarks**	Main Ballroom