

Expanding Potential & Fostering Inclusivity in Synthetic Biology

Kevin Costa – Synberc Managing Director

Shaila Kotadia – Synberc Education, Outreach, and
Diversity Manager

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Expanding Potential

Fostering an inclusive STEM community

Expanding Potential program aims to change inclusivity in two ways:

- By helping professionals recognize and understand social problems that may hinder progress of underrepresented groups
- By encouraging and supporting programs that change STEM cultures and increase inclusivity

Expanding Potential

Fostering an inclusive STEM community

Part of Synberc's broader diversity efforts

- Expanding Potential
 - Annual workshop
 - Meet Ups
 - Seed Projects
- Women in synthetic biology speakers list
- AccessERC
- Perspectives & Resources
 - Lab meetings on inclusion
 - Individual pieces on action

Expanding Potential

Fostering an inclusive STEM community

Expanding Potential 2016 Workshop aimed to:

- Bring together researchers and professionals to explore why certain groups are underrepresented
- Bring together diversity and STEM professionals across disciplines to share best practices
- Connect underrepresented individuals to program developers to address the real challenges to inclusivity
- Develop shared mechanisms to sustain, scale, and assess individual programs

Expanding Potential

Fostering an inclusive STEM community



Expanding Potential

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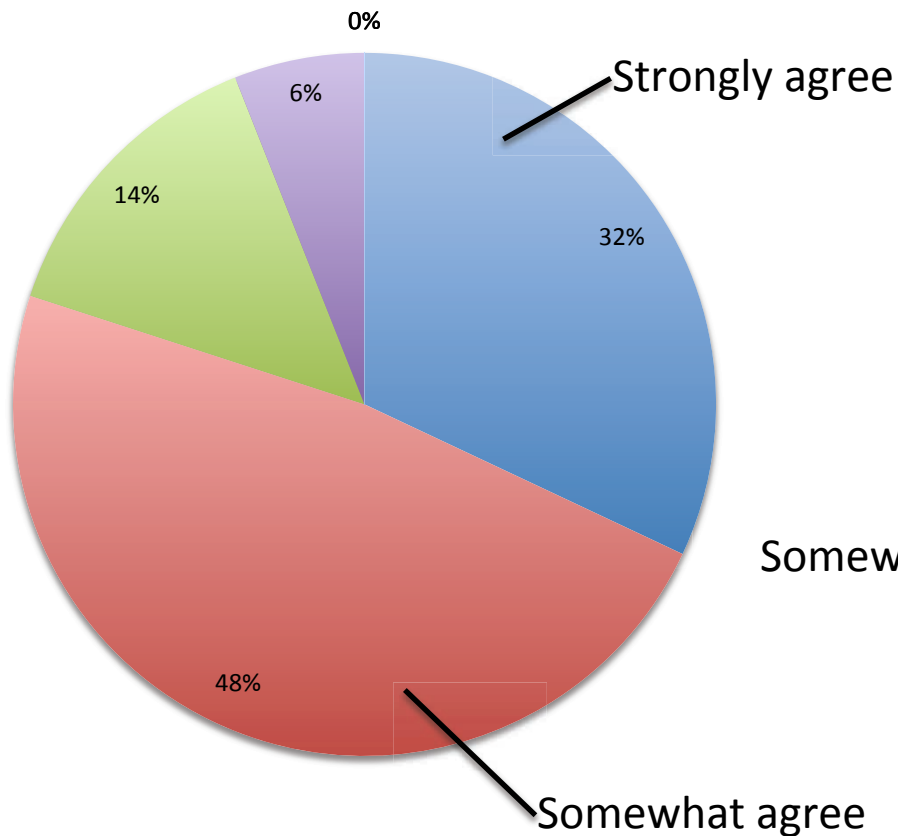
Major conclusions:

- We need to share the data on diversity
- We can tap into diverse communities to create institutional solutions
- A community for diversity enhances everybody's effort

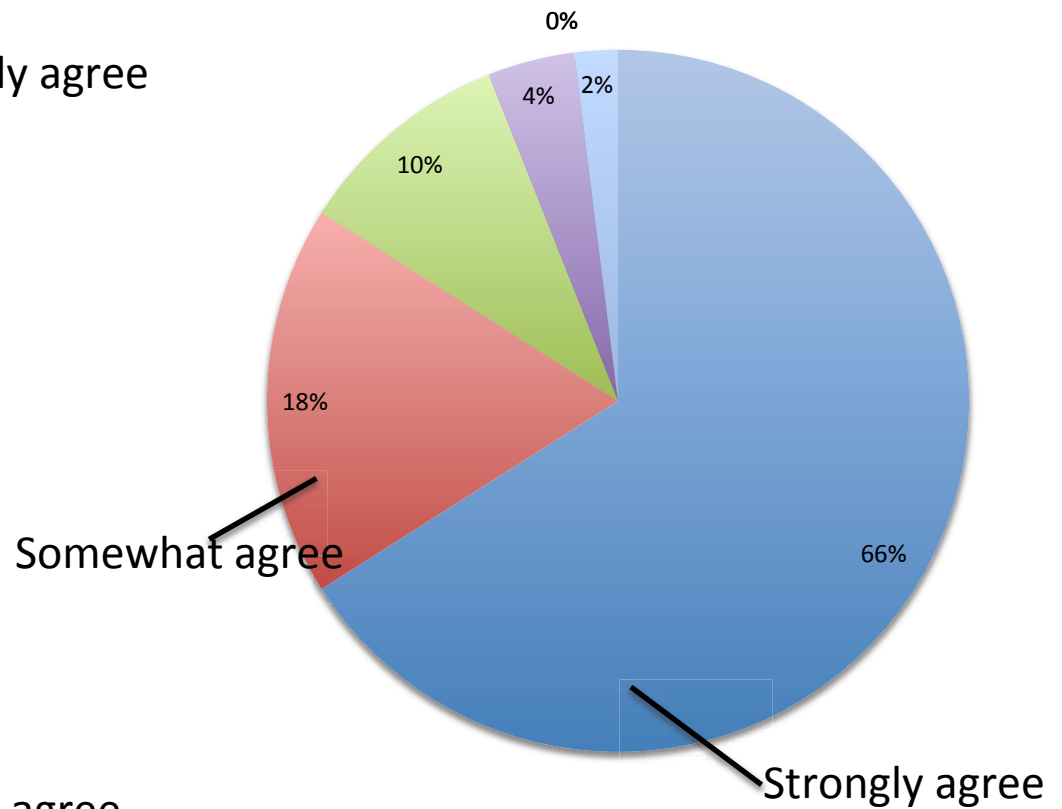
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Workshop changed thought about D&I



Workshop influenced to take action



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Expanding Potential 2016 Workshop



Expanding Potential Seed Projects



[synberc.org/
expanding-
potential-
mailing-list](http://synberc.org/expanding-potential-mailing-list)

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Bystander Intervention Meet Up:

- Implicit and explicit bias occur all of the time in labs
- Use principles from bystander intervention to prevent microaggressions and behavior that creates a non-inclusive environment
- Recap of the event available online

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Seed projects scaling their efforts:

- Unconscious Bias Project
- Data & Diversity course
- CU Prime workshops for inclusivity
- PopUp Museums
- CLEAR Direction Mentoring

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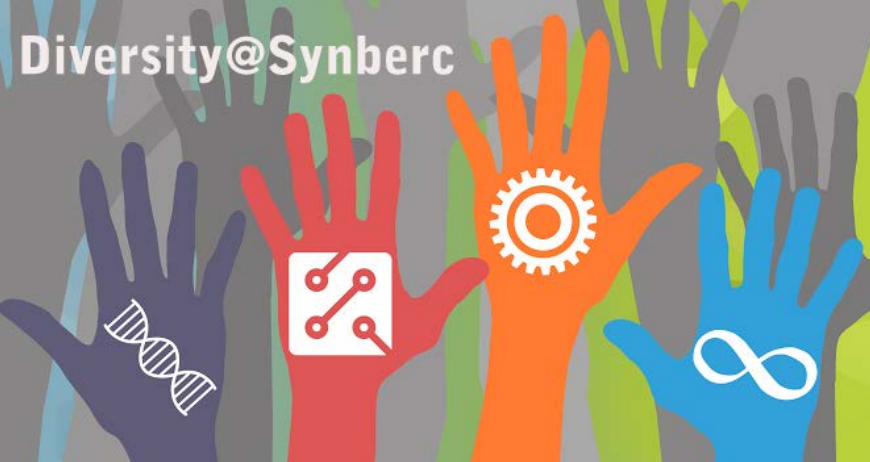
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Women in synthetic biology speaker's list

Major outcomes:

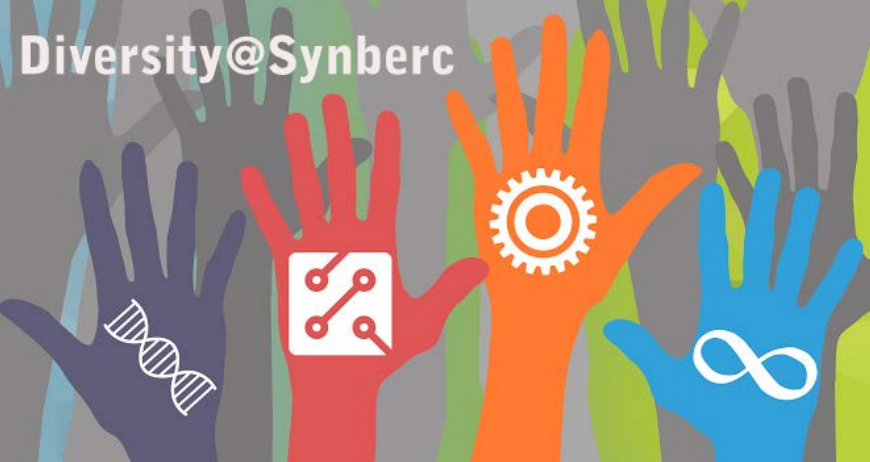
- Used to inform the larger synthetic biology community on gender diversity at the podium
- Growing nominations, one-on-one consultations, statements on best practices
- Continuing through EBRC and will be better used internally – and for all to use for their respective departments and meetings!



AccessERC

Partnership with CSNE:

- Creating accessible classrooms and labs for individuals with disabilities
- Tools and technologies for individuals with disabilities
- Make your courses and lab accessible by following the guidelines found on website



Perspectives & Resources

- Learn how individuals in the Synberc community deal with challenges related to underrepresentation
- Conduct a lab meeting on bias in the workplace, microaggressions, and the lasting effect on individuals
- Read the website for perspectives & contact Rene Daer about a model for a lab meeting



Thank you to the diversity team!

- Pam Silver, Diversity Director
- Susan Marqusee, Education Director
- Kevin Costa, Managing Director
- Sabriya Rosemond & Swati Carr, previous Diversity Fellows
- Bernardo Cervantes, current Diversity Fellow