

A call to action:

Striving towards inclusion in academic biology

Structural Racism, Institutional Transformation, and Diversifying the STEM Faculty

The small number of Black, Latinx/a/o, and Native American faculty in STEM has been increasingly identified as cause for concern, and multiple interventions have been proposed and implemented to increase representation. Decades of research suggest that interventions must go beyond focusing on “fixing” minoritized scientists, instead turning our attention to how campuses and STEM disciplines perpetuate racism and inequality. This interactive session will engage the audience in critical conversations about research on the structural barriers minoritized scientists face on their pathway to the professoriate, promising interventions and strategies, and how we can support change efforts.

An initiative sponsored by the Society for the Advancement of Biology Education Research (SABER) focused on promoting awareness, understanding and commitment to change academic biology environments to be more inclusive. We are excited that speakers will be compensated for their time and this event is co-sponsored by Arizona State University's HHMI Inclusive Excellence Project, SEISMIC Collaboration, Community College BIO INSITES, and the ASU RISE Center.



Kimberly Griffin, PhD
University of Maryland

Seminar

Date: Thursday, February 18

Time: 9 AM (PT) // 10 AM (MT) // 11 AM (CT) // 12 PM (ET)

Location: Zoom

<https://asu.zoom.us/j/83888002980>

*Dr. Griffin's work aims to promote access, equity, and justice in higher education, and she has engaged in work focused on increasing diversity in graduate and faculty communities, mentoring, and professional development. Her research has been funded by the Burroughs Wellcome Fund and the National Institutes of Health, and she currently serves as co-PI on two National Science Foundation funded projects. She is also the current editor for *The Journal of Diversity in Higher Education*.*



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