

Student and Postdoctoral SIG Symposium

All Hands on Deck: Patching the Leaky Academic Pipeline

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Symposium

The “leaky pipeline” is a metaphor that describes the progressive loss of talented academics from racialized minorities as we ascend to higher career stages in science. The leaky pipeline is a problem for science, because it means we can’t retain all the best and brightest individuals in the system regardless of race, ethnicity, class, or gender. The OHBM Student and Postdoc SIG recognizes that science should be a place where everyone can aspire to be leaders in their field. It’s time to ensure that individuals from historically marginalized communities are part of the scientific discourse and discoveries. We hope this workshop will spark conversations about the future of *inclusive* science.

The 2021 OHBM Student and Postdoc Special Interest Group Annual Symposium will bring together a panel of expert speakers that will describe the current leaky pipeline of academia and share actionable steps that we can all take to patch up this pipeline. This symposium will both educate and inspire you to be part of the cultural change in science.

Objectives

- Understand the existence of structural “leaks” in the academic pipeline
- Appreciate why diversity and inclusivity are essential, and how we can better support diversity and inclusivity at individual and institutional levels
- Empower action for justice, equity, diversity, & inclusion in academic spheres

Target Audience

We welcome all OHBM members to join us for this important discussion. We especially encourage those in positions of power and privilege to attend and reflect on how they can use their privilege to advance equity and justice in the sciences.

Presentations

Best practices for embracing diversity in academic societies

We all have heard about the leaky pipeline in academia, and we know who it disproportionately affects. In this talk, I will survey changes - from the structural level to the level of the individual scientist - that can help us to better embrace diversity at all levels of the pipeline and ensure equity for future generations of scientists

Presenter

Lucina Uddin, University of Miami, FL, United States

Diversity Matters but Don't Forget the Inclusion and Equity

This talk discusses why diversity is essential and why scientists should invest in equity and inclusion for all. Briefly, we will also discuss how individuals can support efforts to increase diversity at their institution and what skills and tools are needed to focus on inclusivity and equity.

Presenter

Antentor Hinton Jr., Vanderbilt University, TN, United States

Undervalued Work and Unsung Heroes

This talk addresses the often underappreciated mentorship, outreach, and community education conducted by underrepresented scholars. This extra work, while important and necessary, is typically not compensated, not properly valued by institutions, and does not 'count' for promotion and graduation. In this talk Mrs. Dukes shares some advice on things you can do to ease these burdens and help make academic spaces more equitable and diverse.

Presenter

Angeline Dukes, University of California Irvine, CA, United States