Launching Academics on the Tenure-Track: an Intentional Community in Engineering (LATTICE): Sexual Harassment and Self Care Initiative

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(NSF ADVANCE 1500310)

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Project Goals: Adapt & disseminate an existing professional development model to support the persistence & advancement of underrepresented groups in academic engineering.

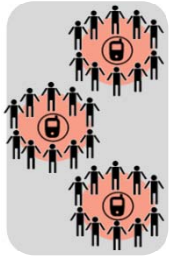
- Explicit conversations about how one's **experience** in engineering is **influenced by social identities**
- **Challenges negative representations** of marginalized identities
- **Ongoing opportunities** to adapt new skills into their individual contexts
- Opportunities for **relationships and trust** to deepen & to connect across the community
- ***LATTICE I: Post-Ph.D., early-career women in EECS; May 2017***
- ***LATTICE II: Post-Ph.D., early-Career Women of Color from Underrepresented Groups in Engineering; June 2019***

Creating community, counterspaces, & ongoing connections for early-career female faculty in engineering

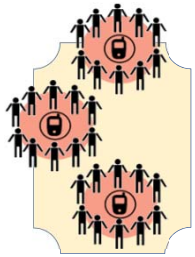




Symposium



Mentoring Circles



Self-Care Circles



2018 National Academies report on gender and sexual harassment in STEM suggests that sexual and gender harassment is highly relevant to women in STEM.

Key Questions:

- ***How*** can programs support conversations about sexual and gender harassment of women in STEM that do not inadvertently cause more harm or provide misinformation?
- ***How*** might scientists and engineers foster conversations where participants emerged empowered, heard, and valued?

Approach: While power differentials may preclude female engineering faculty from being able to individually impact change, the LATTICE community offers an opportunity for collective support and action.



2019 symposium included two sessions on gender and sexual harassment led by a trauma-informed clinical therapist.

NSF Supplement Support!

Impact and Future Initiatives

- **100%** of respondents would recommend the symposium to others.
- The symposium **EXCEEDED EXPECTATIONS**.
- Panelists and participants alike reported feeling **REJUVENATED** and **RECOMMITTED** to their work and scientific community.
- Many attendees anticipate the symposium experience will continue to **SHAPE THEIR CAREERS** for years to come.
- **Gender and Sexual Harassment Sessions:** received high evaluation ratings and were described as ***"most needed"*** and ***"key to ensuring that our struggles are supplemented by self-care and love."***
- Post-symposium support is also being offered to continue the conversations and create supportive spaces for women in STEM to thrive and not just survive. One initiative is Self-Care Circles.

Foundational work by LATTICE Team

Peer Mentoring Summits for Women of Color Engineering Faculty (NSF ADVANCE 0545269)

Project Goals:

- Increase the number of Women of Color (WOC) STEM faculty.
- Create venues & environments to stimulate candid discourse on experiences & successes while moving through the ranks.
- Address critical issues in race & gender in STEM disciplines.
- Build global database of WOC STEM faculty for networking & collaboration.
- ***Improve retention & promotion into leadership of WOC faculty.***



Adapts the **WEBS** (NSF ADVANCE 0545273/0544754 and NSF DEB 1044506) and **BRAINS** (NIH NINDS R25NS076416 and R25NS094094) professional development model of a national symposium/peer mentoring groups

BRAINS: Broadening the Representation of Academic Investigators in NeuroScience is a National Institute for Neurological Disorders and Stroke (NINDS) funded national program to accelerate and improve the career advancement of neuroscience postdoctoral researchers and assistant professors from underrepresented groups. The BRAINS program reduces isolation and increases participants' career self-efficacy through skills development and community connections.





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