

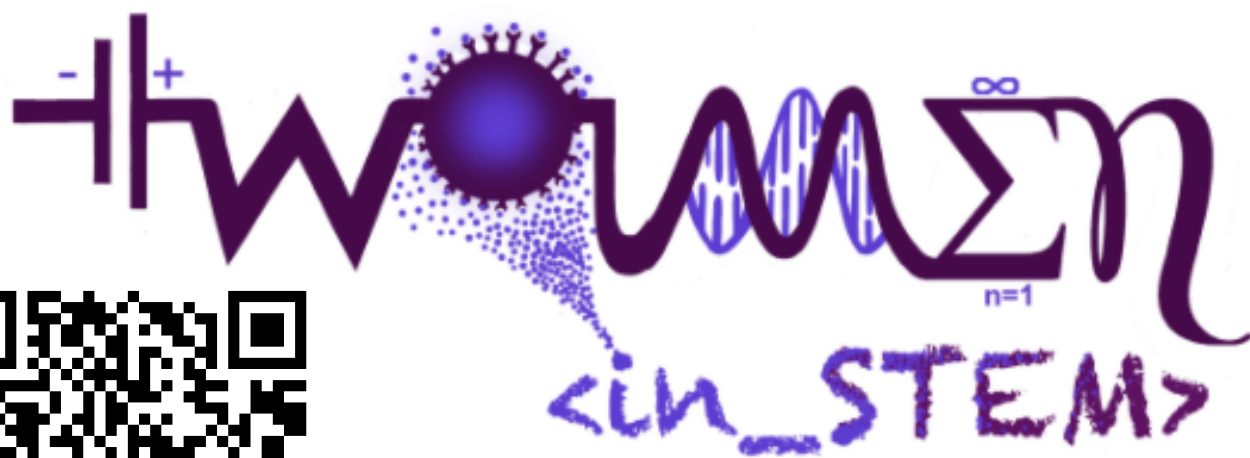
CU ANSCHUTZ WISTEM PRESENTS

COMBATING BIASES:

FIGHTING FOR DIVERSITY IN STEM

2022 ANNUAL SYMPOSIUM

May 24, 2022 - Donald Elliman
Conference Hall



*Thank you for your attendance
and continued support!*

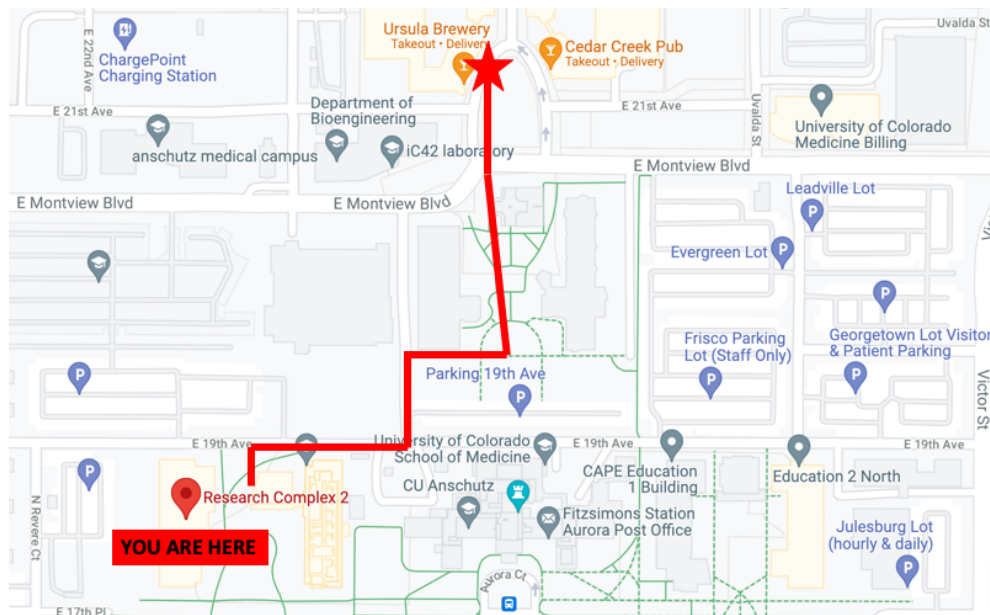
SCHEDULE

- 10:00-10:05 Introduction by Women in STEM Officer Board
- 10:05-11:00 **Keynote:** Taking the Educational Ladder: From Rez to PhD and Beyond with Dr. Katina Claw
- 11:00-11:35 The Intricacies of Identity, Power, and Privilege: An Identity Workshop with Dr. Allison Swain
- 11:35-12:10 Those We Render Invisible: The Intersection of Race & Gender From a Black Male Perspective with Evan Morrison
- 12:10-12:30 Are Your Letters of Recommendation Gender Biased? Tips & Tricks to Instill Gender Equality in Your Lab with Karli Swenson
- 12:30-1:15 Workshop Breakout Session 1
- Caught Between Cultures: The Diverse Experiences and Challenges of Chicanos/Hispanics and Native Americans in Science with SACNAS
 - Parenthood in Academia: How to Support Pregnant Trainees, Understand Parental Leave, & Decrease Barriers for Parents in Science with Dr. Shawna Cox, Melissa Flippin, Alison McGrath, Dr. Neelanjan Mukherjee, and Shanna Petersen
- 1:15-2:00 Lunch Featuring Campus Organizations

SCHEDULE

- 2:00-2:45** Workshop Breakout Session 2
- Allyship as a Verb and Not a Noun: A Discussion on What Makes an Effective Ally with Steven Burton
 - How to Create a Disability-Accessible Classroom, Lab, and Syllabus with Max Lomax
- 2:45-3:30** Equity in Action with Dr. Rita Lee
- 3:30-3:45** Award Announcements (Mentorship, Community Service, Ally)
- 3:45-4:00** Closing Remarks
- 4:00-6:00** Networking Event (Ursula Brewery)

*Join us from 4-6 PM at Ursula Brewery
(2101 N Ursula St) for our networking event!*



KEYNOTE SPEAKER

DR. KATRINA CLAW

Dr. Katrina G. Claw, PhD (she/her) is an Assistant Professor at the University of Colorado Anschutz Medical Campus in the Division of Biomedical Informatics and Personalized Medicine (BIPM). Broadly, her research focuses on personalizing medicine, pharmacogenomics, and the ethical, legal, social, and cultural implications of genomic research with American Indian/Alaska Native and other Indigenous communities. At the core of her research is using community-engaged approaches and ethical frameworks throughout the research process. Dr. Claw grew up on the Navajo Nation and is an enrolled member of the Navajo (Diné) tribe. She obtained her BS in Biology and BA in Anthropology from Arizona State University; her PhD in Genome Sciences from the University of Washington in Seattle, WA in 2013.



"Taking the Educational Ladder: From Rez to PhD and Beyond"

KARLI SWENSON

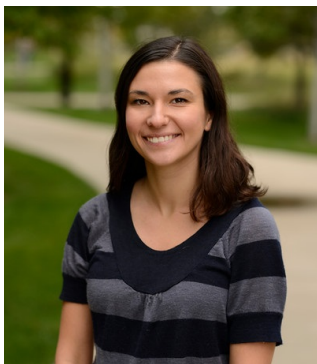
PhD Candidate, Integrated Physiology



Karli (she/her) is a third year PhD candidate in the Bates Lab who studies the effect of CBD consumption during pregnancy on fetal brain development. Karli is also working towards a masters in Maternal and Child Health and she has the goal to manage clinical research regarding pregnancy and fetal development. Karli is the Campus Outreach Coordinator for the CU Anschutz Women in STEM program and one of the organizers of the 2022 Symposium. Outside of lab, Karli loves to hike and take care of her indoor jungle of house plants.

ALLISON SWAIN, PHD

Postdoctoral Fellow, Biochemistry and Molecular Genetics

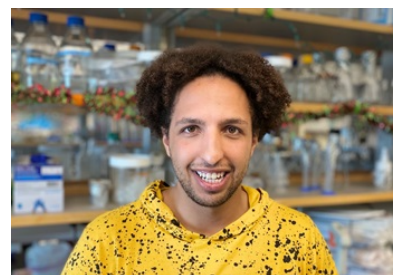


Dr. Allison Swain (she/her) is a postdoc at CU Anschutz in the Biochemistry & Molecular Genetics Department. She is a white, cisgender, straight, Jewish woman from an upper middle class family who is passionate about supporting diversity, justice, and equity. She has been an officer of Women in STEM for the past 4 years, serving as Postdoc Liaison, President, and founder and director of the WiSTEM Mentorship Program.

EVAN MORRISON

PhD Candidate, Molecular Biology

Evan J. Morrison (he/him) was born and raised in Aurora, Colorado. As an undergraduate, he attended the Metropolitan State University of Denver, where he earned a B.A. in Philosophy and a B.S. in Chemistry. After graduating from MSU Denver, Evan enrolled in the Molecular Biology Program at the University of Colorado Anschutz Medical Campus. Here, Evan studies the role of the N-terminus of peptides in regulating gene expression. Evan has an immense passion for social and restorative justice. As a graduate student, Evan serves in many organizations committed to increasing diversity, equity, and inclusion on campus, including as a member of SACNAS, the Molecular Biology Graduate Advisory Committee, and Co-Chair of the Diversity, Equity, and Anti-Racism Recruitment Committee. Most recently, in 2021, Evan joined WiSTEM as an Allyship Coordinator to foster community and cooperation with WiSTEM and other organizations/student populations on campus. For his efforts and commitment to diversity, equity, and inclusion, Evan was recently selected as a Howard Hughes Medical Institute Gilliam Fellow. Outside of campus, Evan volunteered for Aurora Youth Options, and from 2019 to 2021, also served as a volunteer for the sexual assault hotline at the Blue Bench.



SOCIETY FOR ADVANCEMENT OF CHICANOS/HISPANICS & NATIVE AMERICANS IN SCIENCE (SACNAS) PANELISTS

BETZAIDA MALDONADO

PhD Student, Human Medical Genetics & Genomics

Betzaida (she/her) was born in Torreon, Mexico and lived there until she was 12 years old when her family moved to Greeley, CO. Betzaida's research interests are at the intersection of population genetics and biostatistics. She is in the lab of Dr. Gignoux at the Colorado Center for Personalized Medicine and is interested in precision medicine efforts that focus on underrepresented populations. Outside of research, Betzaida is passionate about teaching, mentoring, and supporting students interested in STEM careers.



PARENTHOOD IN ACADEMIA PANELISTS

SHAWNA COX, PHD

Assistant Dean of Graduate School Student Affairs



Dr. Shawna Cox (she/her) is a classically trained scientist who discovered a passion for student affairs through a postdoc in science education. She interviewed for her current position of Assistant Dean of Student Affairs less than 48 hours before giving birth to her son and during her seven years in the role, she's helped many parenting students navigate leave challenges. She is a strong proponent for paid parental leave for both parents, though her family didn't really have either. She also overcame postpartum depression that went undiagnosed for almost 18 months.

ALISON MCGRATH

Assistant Director Research Safety and Industrial Hygiene Manager



Alison (she/her) is the manager of Research Safety and Industrial Hygiene in EHS. She received a BA in Biology from St. Olaf College and an MS in Public Health from the Univ. of Illinois at Chicago. She spends her time addressing indoor environmental quality issues, performing risk assessments for hazardous chemicals, and implementing environmental health and safety training for university students and employees. In addition to providing ongoing support of the research mission of the university, Alison is currently focused on improving the safety culture across the institution.

NEELANJAN MUKHERJEE, PHD

Assistant Professor, Biochemistry & Molecular Genetics



Dr. Neelanjan (Neel) Mukherjee (he/him) is an Assistant Professor at the University of Colorado School of Medicine in the RNA Bioscience Initiative and the Department of Biochemistry and Molecular Genetics. His lab strives to understand RNA regulatory networks and their dysregulation in human disease. Neel has an 11 year old daughter and is a dedicated father. His partner is a teacher, who is finishing her graduate degree while teaching. Neel has experiences being a parent in different countries with varying public support for families. Additionally, he was awarded the WiSTEM Ally Award in 2019.

PARENTHOOD IN ACADEMIA PANELISTS

MELISSA FLIPPIN

Parental Leave Coordinator, Human Resources Consultant



Melissa (she/her) has worked for central Human Resources for CU Denver | Anschutz for over 7 years. She has been involved in managing the parental leave policy since the pay component of the policy was introduced in 2018. Outside of the University, she has recently started the journey to become a foster parent with her wife of 11 years and they are so excited to open their home to kiddos in need.

SHANNA PETERSEN

Coordinator of Interim Measures & Remedies, Office of Equity

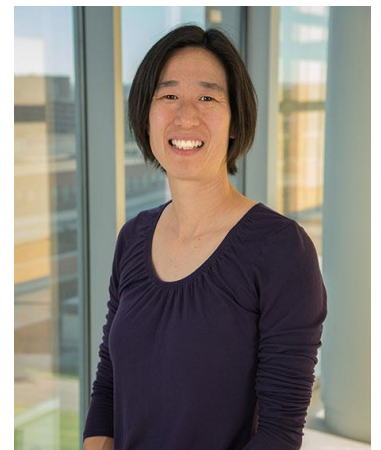


Shanna Mar Petersen (she/her) works in the Office of Equity at CU Denver and Anschutz Medical Campus. Part of her role is to provide administrative support for the lactation spaces on both campuses. She is also responsible for assisting with student pregnancy accommodations as it pertains to Title IX. Additionally, if you believe you have been discriminated against based on your pregnancy, she is able to assist you through a resolution of your concern.

RITA LEE, MD

Professor, Internal Medicine

Dr. Rita Lee, MD (she/her) is a Professor in the Division of General Internal Medicine at the University of Colorado School of Medicine. She received her medical degree at the University of California, Los Angeles and completed Internal Medicine Residency training at the Cleveland Clinic Foundation. She has a passion for medical education, leadership development, and advocacy. She is the Director of Health Systems Science and Health Equity Education and Chair of Health and Society, leading the team focused on integrating health systems science education into the new curriculum. She also serves as the Director of Health Equity Education and Training for CU AMC. She is core faculty for the ACLGIM LEAD program (a faculty leadership development program) and serves on the SGIM Council and the National LGBTQIA+ Health Education Center Advisory Board. Her advocacy work has been primarily around LGBTQIA+ health equity. She is one of the founding members of the UHealth Integrated Transgender Program, a multi-disciplinary clinical program that provides gender-affirming care. In addition to her clinical work, she has partnered with local advocacy organizations to develop trainings and work toward systems change to improve LGBT health.



MAX LOMAX

Access Coordinator, Office of Disability, Access, and Inclusion



Maxine (she/her) Lomax is an Access Coordinator with the Office of Disability, Access, and Inclusion at the University of Colorado Anschutz Medical Campus. She received her Master of Social Work degree from Temple University in order to continue her lifelong dedication to advocating for marginalized populations. Her commitment to strengthening communities has fueled her work as an academic coach for youth aging out of foster care, facilitator for bereavement support groups, mentor for students with disabilities, and advocate and supporter for disabled scholars. In all her roles, Maxine promotes disability access, inclusion, and awareness as well as its intersection with other identities.

STEVEN BURTON

Business Service Professional, LGBTQ+ Hub

Steven (he/they) is a recent graduate of the Colorado School of Public Health with a Master of Public Health and concentration in Community Health Education. Steven currently leads the newly opened LGBTQ+ Hub on the Anschutz Medical Campus as the Business Service Professional. His passion is teaching people about behaviors that promote well-being and addressing intersectionality factors that lead to health disparities in LGBTQ+ and low socioeconomic communities.



**Thank you to all of our speakers,
panelists, and organizers!**

Upcoming WiSTEM Events:

- Undergrad Pre-Health Program volunteer opportunity: June 7, 12:30-2PM
- Officer Elections for 2022-23 school year!
- Mentorship Program will be starting again in summer/fall 2022!

Visit our website or email wistem.amc@cuanschutz.edu for more information!