

BENEFITS OF STEM DIVERSITY IN OPERATION

Rapporteur:

Dr Batlile Maseko

Widening participation in research innovation: Chancellor Nancy Cantor

- The traditional model of “father knows best” vs. inclusive model – “ask us”
- Solitary genius – vs. communal knowledge generation
 - “science as a fundamentally communal endeavour depended upon the accumulating cultural base and concerted effort of men of science sharpening their ideas through social interaction”
 - “...If one is to stand on shoulders of giants, one must first climb up their backs...”
 - The question becomes, “on whose shoulders?”

- University solutions vs. Communities
 - Done to vs. done with; a collaborative effort
 - Societal problems needs inclusivity rather than exclusivity to reach solutions

- Expert Insular Science rather than
 - civic science; collaborative - design with;
embedded in community; publicly engaged
Science and Innovation

- Representation index for women of colour by degrees
 - Under-representation of women

Leaving out the fastest growing populations in STEM cannot work

**‘Creating inclusive and integrated science and
technology sectors – Highlighting the Good
Practice of the Gender & Socio-cultural Inclusion in
Global Change Research Project’**

Dr Elizabeth Rasekoala

- Mainstreaming gender & socio-cultural paradigm in Global change research
 - Afro-centricity
 - African ways of knowing and existence and results in implementation of principles, methods, concepts and ideas from own experiences
 - “We have knowledge, not just knowledge consumers”
 - Experience should be the guiding principle in enquiry, with resultant liberating knowledge to Africans
 - Indigenous knowledge
 - Multi-disciplinary team of women and men
 - *Cooking men*

- Mainstreaming gender & socio-cultural inclusion in Global change research
- Outcomes
 - Brought together multi-disciplinary team of women and men
 - Enrolled young/emerging scholars in capacity-building programme to undertake research and Afrocentric knowledge generation on gender mainstreaming
 - Have disseminated at African continent level

ENHANCING ACCESS AND EQUITY IN STEM

Dr. Orlando L. Taylor

- Under-representation of women in STEM
 - Women, specifically women of color, continue to be underrepresented on faculties in colleges and universities—the institutions that are charged with the responsibility of producing new generations of STEM men and women to fuel the workforce
 - Special under-representation in colleges and universities is in areas of academic leadership
 - department chairs, deans, provosts, presidents and chancellors

OURS

- Opportunities for **U**nder-**R**epresented **S**cholars (OURS)
- Established by the Chicago School of Professional Psychology
 - An academically focused postgraduate Academic Certificate program in Academic Leadership that focuses on women of color

Thank you