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Dr. Kamens is a Senior Consultant at [The Impact Seat](#), a consultancy practice which brings science-based DEI knowledge and practice to organizations. Dr. Kamens received her PhD in genetics from Harvard Medical School and has had a varied career in academia, pharma, biotech and nonprofit. She founded the Boston chapter of the Association for Women in Science (MASS AWIS) after an entire week went by at work when she had no meetings with any other women. This awakening led her on a journey as a scientist to understand the inequities that cause this disparity. While Executive Director of Addgene, she experimented with practical ways to create an inclusive workplace with everyone able to thrive and contribute. Joanne maintained single digit employee turnover for almost a decade at Addgene and collaborated with dozens of inclusion organizations to make the company a Best Place to Work in Boston for 6 years running (#1 Best Place in 2016). Joanne is active in creating and supporting group mentoring programs and has been nominated for the Presidential Medal of Honor in STEM Mentoring. She currently serves on the National AWIS Board of Directors.