

The Science of Belonging for STEM Women

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Overview:

In this VUCA world (volatile, uncertain, complex, ambiguous), when working from home creates isolation and disconnection, it can be daunting to be outnumbered in the workplace and yet finding a way to be included and invite others into our circle. This workshop examines the concept of belonging as an approach to improving our business and personal success. Belonging is a critical psychological need, something that if nurtured, supports physical well-being as well as feelings of connection and leading a meaningful life. Individuals, managers and leaders must create a psychologically safe space, a welcoming work environment, where teammates, peers, and direct reports can openly and authentically share their successes and what was learned through failure.

Belonging can be challenging to achieve when working in scientific fields, particularly with regard to gender or ethnicity, or because of stereotype threat, such as women may struggle to succeed in STEM jobs. By supporting diversity in thought in scientific research areas, innovation and problem solving will be enhanced, thus scientific outcomes improve. In this way, belonging, which is an enabler for women and minorities to thrive, will also deliver better scientific research, which is better for scientists and society at large.

Workshop attendees leave with an individual action plan to immediately begin to practice internal and external belonging behaviors.

Learning objectives:

As a result of attending this presentation, attendees will be able to:

- Define belonging and list the business imperatives for an inclusive workplace.
- Discuss how attendees can create belonging for self in the workplace.
- Discuss how to invite others to create an inclusive workplace.
- Formulate an individual action plan to take concrete steps forward for successful change.