WOMEN OF COLOR IN THE ACADEMY

RAISING OUR VOICES, STRENGTHENING THE ACADEMY

FRIDAY, NOVEMBER 6, 2020
9:00 am - 1:00 pm

Hosted By
Northeastern University
Dear Sisters,

As women of color in higher education, too much of our lives are focused outward, towards our students, administrators, and colleagues. Today, we encourage turning inward to consider and nurture practices and beliefs that can deepen our connection to ourselves. We designed this year’s conference to honor our thoughts that give voice to our words. With intentionality, we strategize around our most important assets: ourselves and one another. We contribute to and benefit from our collective strengths. We affirm that the academy, our students, and our communities are better because we are present, thriving, and inspiring each other to reach new heights and say what needs to be said.

In this Fourth Annual Women of Color in the Academy Conference, we have selected activities, experiences, and panels intended to facilitate and encourage support for your career and community. We hope this day will be an opportunity to reconnect with friends and create new contacts to build conversations around strategies for self- and community-care. As a collective of women of color in the academy, we wish to be mindful of ways we might support and elevate each other and our allies during this time of social, political, and global upheaval.

We are the beloved community. We need each of us to be whole, nurtured, and healthy in order to continue moving forward. Thank you for making your way here today. Thank you for engaging. May we add to our existing tools for naming our truths and raising our voices from this deep well of collective wisdom.

Sincerely,

Nicole N. Aljoe and Tracy Robinson-Wood
Women of Color in the Academy, Conference Co-Chairs
The Women of Color in the Academy Conference Planning Committee dedicate this event to the survivors and those who have lost their lives to Covid-19 and anti-Black racism.

No one would argue that 2020 hasn’t been the year we hoped it would be. Since the Covid-19 pandemic forced the postponement of our conference in March, communities of color have experienced immeasurable loss.

In addition to being disproportionately affected by illness and death associated with the virus, communities of color have also been impacted by job loss, poor access to testing, lack of adequate government-sponsored financial support, and loss of childcare. We witness this in Boston’s neighborhoods such as Dorchester, East Boston, and Roxbury, as well as in outlying communities including Chelsea, Everett, and Lynn. We witness it as well in our own work, with women in academia experiencing the simultaneous burdens of caretaking, homeschooling, and emotional labor—all of which whittle time away from teaching and research. These impacts will be felt for decades to come.

We also recognize that the effects of the pandemic are compounded by the murders of Black men, women, and transgender and non-binary individuals at the hands of White supremacist institutional structures. Ahmaud Arbery, Breonna Taylor, Tony McDade, and George Floyd were not the first, nor the last, Black Americans to be murdered; however, the heightened focus on racist systems and racial justice as the results of their deaths means their names remain a part of our daily discussions.

Despite the difficulty this year has brought, our goal is to help women of color in the academy secure the necessary tools and strategies to demand the space they need and deserve. We pledge to continue to raise our voices and to work with you to strengthen the academy.
**Connect**

Follow today's conference via the WOC 2020 Twitter moment. Snap a picture of the QR code to see highlights from the conference as the day goes on!

Unsure about the QR code? Try opening your camera app and see if it prompts you with a link (most iPhones and newer Androids do this). If not, you can download a barcode scanner from the app store. Once downloaded, it will lead you to the correct page.

twitter.com/i/events/1229811245479415809?s=13

Engage with us on Social Media.
Twitter @NU_Advance @NortheasternDI #WOCInAcademy #VoicesOfWOC

Join the Google Group here.

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**Share Your Voice**

**VIDEOS**

As we have made the transition to a fully virtual conference experience, we have found a heightened need to hear from others. Want to share your voice with others? Record a short video via FlipGrid answering one of the following prompts:

- What inspires you to raise your voice?
- I raise my voice for... (1 word or short phrase)

Want to raise your voice without recording? Share your answer via Twitter with #WOCInAcademy and #VoicesOfWOC or via the Google Group.

Please read our consent statement included below before recording.

**CONSENT**

By submitting a video to the Women of Color in the Academy Conference FlipGrid, I agree to grant the Women of Color in the Academy initiative and its authorized representatives permission to share the video and my likeness with conference participants. I further agree that the video may be used, in any form, as part of any future printed or online materials used to promote the Women of Color in the Academy Conference.

By attending the Women of Color in the Academy Conference Northeastern University, I understand and acknowledge the keynote and/or breakout session(s) I attend may be recorded. Recordings will be maintained on a password-protected page for 30 days after the conference on November 6, 2020 for conference participants to view.

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Interactive Conference Program

See the Women of Color in the Academy Conference website (web.northeastern.edu/woc/) for an interactive version of the program and a full list of resources and opportunities for connection.
9:00 am  |  LAND ACKNOWLEDGMENT AND PRAYER  
Mary Jo Ondrechen

WELCOME  
Nicole N. Aljoe

OPENING REMARKS  
David Madigan, Provost, Northeastern University

INTRODUCTION  
John Armendariz

9:30 am  |  KEYNOTE  
Helen Elaine Lee

10:30 am  |  BREAK

10:40 am  |  BREAKOUT SESSIONS

• Double Consciousness: Teaching Professors and Scholarly Identity  |  Melissa Pearson, Leslie Roldan, Corliss Thompson, and Qianqian Zhang-Wu

• Women of Color Navigating Spaces in Predominantly White Institutions (PWIs)  |  Lesley University Panel

• They Got in—Now How Do We Keep Them?—Classroom Retention Strategies for Underrepresented Students  |  Kerstin Perez

• The Advanced Mindset and Practices of Mentorship  |  Adaira Landry

• The Art of Negotiating with Confidence  |  Ndidi Amutah-Onukagha

• Scholar Activist Rise  |  Katerina Gonzalez Seligmann

• A Change of Heart: Challenging Imposter Syndrome  |  Rayshauna Gray

11:50 am  |  BREAK

12:00 pm  |  NETWORKING

12:50 pm  |  CLOSING REMARKS  
Tracy Robinson-Wood
Breakout Sessions

10:40 am - 11:50 am

Double Consciousness: Teaching Professors and Scholarly Identity
Melissa Pearson, Leslie Roldan, Corliss Thompson, and Qianqian Zhang-Wu

For many teaching professors, theoretical (intellectual) work and theory-to-praxis, academic work (teaching) often vie for recognition. Institutionally, pedagogy is not centered as intellectual work; rather, it can be marginalized as mere “service.” As much as the teaching profession is already feminized and often devalued, it is essential to assert the scholarly identity of teaching professors. This multidisciplinary panel of teaching professors will help to frame a discussion around scholarly and teaching identities.

Women of Color Navigating Spaces in Predominantly White Institutions (PWIs)
Lesley University Panel

As an extension of self care, women of color in the Graduate School of Arts and Social Sciences at Lesley University established Community Care. This study group examines the challenges, obstacles, strategies, and systems to support women of color (WOC) faculty and deans at a predominantly white institution. This panel will share reflections and resources from spring 2019 Community Care gatherings and engage the audience in a conversation about leveraging experiences and identifying support and growth mechanisms as WOC in predominantly white institutional spaces.

They Got in—Now How Do We Keep Them?—Classroom Retention Strategies for Underrepresented Students
Kerstin Perez

All too often, students’ passion for an academic discipline is extinguished by their experiences in undergraduate classrooms. For students whose gender, race, or ethnicity are underrepresented in a given academic field, classroom environments can appear especially unwelcoming. In this workshop, participants will develop interventions tailored to their own courses with the aim of improving students’ sense of belonging within the class environment and retention in their academic field of choice. The goal is to focus on small, manageable changes that can be immediately implemented.

Scholar Activist Rise
Katerina Gonzalez Seligmann

Women of color scholars are often called to be activists. They practice at least three forms of activism: scholarly activism, scholarship as activism, or a combination of both. This workshop will highlight models of scholar-activism and create a space to reflect on scholar-activist practices.

A Change of Heart: Challenging Imposter Syndrome
Rayshauna Gray

Many of us, at one time or another, have doubted our skills. We sit in meetings withholding insights while scribbling notes in the margins of our notepads. This type of self-doubt can lead us to turn down amazing opportunities, neglect to advocate for ourselves, or refuse to negotiate higher salaries and pay raises. Impostor syndrome is a heavy burden. This workshop provides concrete steps and strategies to help us flourish rather than succumb to impostor syndrome.

The Advanced Mindset and Practices of Mentorship
Adaira Landry

Frequently I meet colleagues, students, or trainees who wonder, “How do I find support? What does support look like?” In this workshop, we will explore the mindset of being a person who can thrive at providing and receiving support. This workshop will deliver strategies to allow one to cultivate meaningful relationships at work through advising, mentorship, sponsorship, and coaching.

The Art of Negotiating with Confidence
Ndidi Amutah-Onukagha

As a woman (and as a BOSS woman!) you need to know how to negotiate for yourself to get what you truly deserve! In this interactive workshop, participants will learn practical skills and techniques of effective negotiation. Participants will share leadership challenges, practice negotiation strategies, and receive peer feedback.
Northeastern University
HOSTS

NICOLE N. ALJOE
Director of Africana Studies and Associate Professor of English and Africana Studies
Co-Chair, Women of Color in the Academy Conference

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Vice Provost for Institutional Diversity and Inclusion
Conference Planning Committee Member

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MARY JO ONDRECHEN
Professor of Chemistry and Chemical Biology

TRACY ROBINSON-WOOD
Professor of Counseling and Applied Psychology
Co-Chair, Women of Color in the Academy Conference

Keynote SPEAKER

HELEN ELAINE LEE
Director of Women’s and Gender Studies and Professor of Comparative Media Studies and Writing - Massachusetts Institute of Technology

Helen Elaine Lee is the Professor of Comparative Media Studies and Director of the Program in Women’s & Gender Studies at Massachusetts Institute of Technology. Her first novel, The Serpent’s Gift, was published by Atheneum and her second novel, Water Marked, was published by Scribner. Her short story “Blood Knot” appeared in the spring 2017 issue of Ploughshares and the story “Lesser Crimes” appeared in the Winter 2016 issue of Callaloo. She recently finished The Unlocked Room, a novel about a group of people who are incarcerated in two neighboring U.S. prisons and the woman who comes to teach them poetry as she searches for her lost brother, and Pomegranate, a novel about a recovering addict who gets out of prison and strives to stay clean and get her kids back. Stories from The Unlocked Room have appeared in Callaloo, Prairie Schooner, Hanging Loose, Best African American Fiction 2009 (Bantam Books), and solsticelitmag.org.
Workshop Leaders

Ndidiamaka Amutah-Onukagha
Associate Professor of Public Health and Community Medicine, Tufts University

Meg Chang
Assistant Professor of Dance/Movement Therapy, Expressive Therapies, Lesley University

Meenakshi Chhabra
Interim Associate Dean, Director, International Higher Education Program, Lesley University

Karen Estrella
Professor of Expressive Therapies, Coordinator of the Expressive Arts Therapy specialization, Lesley University

Rayshauna Gray
Founder and Designer, The Gray Area; Opportunity Insights Policy Coordinator, Harvard University; and Inaugural Fellow, Cambridge Historical Society

Adaira Landry
Assistant Professor of Emergency Medicine and Assistant Program Director of the 4-Year Harvard Affiliated Emergency Medicine Residency, Harvard University; Emergency Medicine U/S Fellowship Director, Brigham & Women’s Hospital
CURRENTLY OPEN

Fellowships & Awards of Interest

Please refer to the Women of Color website for a full listing of fellowships and awards that will open at a later date. [web.northeastern.edu/woc/resources/grants-and-fellowships]

YERBY FELLOWSHIP PROGRAM
from the Harvard T.H. Chan School of Public Health

About // Advancing the intellectual and professional development of each Yerby Fellow.

Benefits // Yerby Fellows develop research agendas, receive grant support, and actively pursue publication in peer-reviewed journals. Additionally, Yerby Fellows gain teaching experience and participate in a wide variety of professional development activities.

Criteria
- Entry-level professionals in academia or nonprofit health organizations
- Have Ph.D. in public health related discipline
- U.S. citizen, permanent resident or DACA status
- URM encouraged

Dates & Contact // Due Nov. 10 / yerby@hsph.harvard.edu

INTERNATIONAL FELLOWSHIPS
from the American Association of University Women (AAUW)

About // The program provides support for women pursuing full-time graduate or postdoctoral study in the U.S. who are not U.S. citizens or permanent residents.

Benefits // Master’s/first professional degree: $18,000 / Doctoral: $20,000 / Postdoctoral: $30,000.

Criteria
- Women only
- NOT U.S. Citizen or permanent resident
- Proficient in English
- Must be a full year of study or research
- Preference is given to women who show prior commitment to the advancement of women and girls through civic, community, or professional work.
- Hold an academic degree equivalent to a U.S. Bachelor’s degree

Dates & Contact // Due Nov. 15 / aauw@applyists.com

AMELIA EARHART FELLOWSHIP
from the Zonta International Foundation

About // In an effort to carry out its mission that women have access to all resources and are represented in decision-making positions on an equal basis with men, Zonta International offers the Amelia Earhart Fellowship.
Benefits // $10,000 fellowship

Criteria
- Women only
- In aerospace-applied sciences or aerospace-applied engineering
- Must be pursuing doctoral degree, but not graduate before April 2021

Dates & Contact // Due Nov. 15 / zifoundation@zonta.org

foundation.zonta.org/Our-Programs/Educational-Programs/Amelia-Earhart-Fellowship

NATIONAL FELLOWSHIP PROGRAM from Graduate Women in Science (GWIS)

About // The GWIS National Fellowships Program is proud to offer fellowships to help increase knowledge in the natural sciences and to encourage the academic and professional careers in the sciences by women.

Benefits // Up to $10,000 towards research expenses

Criteria
- Women only
- $50 application fee ($40 for members)
- Must hold a degree
- Must be working on hypothesis-driven research
- Must demonstrate financial need (no fully-funded projects)

L’ORÉAL USA FOR WOMEN IN SCIENCE from L’Oréal USA

About // Awards five women postdoctoral scientists annually for their contributions in Science, Technology, Engineering, and Math (STEM) fields and commitment to serving as role models for younger generations.

Benefits // $60,000 grant to support research

Criteria
- Women only
- Must be American born, naturalized citizen or permanent resident
- Must hold a Ph.D.
- Must maintain the status of postdoctoral researcher and be affiliated with a U.S. based academic or research institution throughout the fellowship year
- No faculty
- Must commit to at least 20 hours of activity in support of women and girls in science
- Must be available the week of November 9th, 2020 for Women in Science Awards
- STEM fields

Dates & Contact // Due January 12 / fellowships@gwis.org

gwis.org/page/fellowship_apcheck20

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Dates & Contact // Due January 12 / fellowships@gwis.org

gwis.org/page/fellowship_apcheck20

MELLON EMERGING FACULTY LEADERS AWARD (FORMERLY THE NANCY WEISS MALKIEL SCHOLARS AWARD) from Andrew W. Mellon Foundation

About // The award is structured to free the time of junior faculty who have passed their midpoint tenure review—including those from underrepresented groups and others committed to eradicating disparities in their fields—so that they can both engage in and build support for systems, networks, and affinity groups that make their fields and campuses more inclusive.

Benefits // $10,000 towards summer research support / $7,500 for research during academic year

Criteria
- Assistant professors in tenure-track appointments
- Passed the standard third-year review by January 31
- Cannot be eligible for tenure during appointment year
- Social Sciences & Humanities

Dates & Contact // Due December 2 / facultyleaders@woodrow.org

woodrow.org/fellowships/facultyleaders

lorealwis.aaas.org/login/indexA.cfm
WOODROW WILSON FELLOWSHIP FOR EXCELLENCE IN TEACHING (TENURE-TRACK)
from the Woodrow Wilson National Fellowship Foundation

About // A “genius grant” for outstanding teachers, the award will emphasize the balance between scholarly excellence and commitment to teaching practice that draws on new approaches to pedagogy, creating a new level of engagement for students in and beyond the classroom.

Benefits // A one-year grant of $30,000—approximately $20,000 to support the engagement of a research assistant and the balance to be used for research and travel support

Criteria
• Assistant professors in tenure-track appointments
• Fourth or fifth year of tenure process
• Cannot be eligible for tenure during appointment year
• Social Sciences & Humanities
• Sciences & Mathematics
• Business

Dates & Contact // Due Jan. 11, 2021 and Feb. 1, 2021 / coursehero@woodrow.org
woodrow.org/fellowships/coursehero/info/tenure-track-eligibility

RESEARCH PUBLICATION GRANTS IN ENGINEERING, MEDICINE AND SCIENCE FROM AAUW

About // These grants help women overcome barriers to publishing research by funding research projects that will culminate in scholarly publications.

Benefits // Grant of between $10,000 and $35,000

Criteria
• Women only
• Must have a doctorate
• Must not be tenured
• Engineering, Medicine, and Physical or Biological Sciences
• Must publish research in a scholarly publication within 6 months of the end of the grant year and be listed as a primary author

Dates & Contact // Due Dec. 1 / aauw@applyists.com
aauw.org/resources/programs/fellowships-grants/current-opportunities/research-publication-grants

THE FORD FOUNDATION PRE-DOCTORAL FELLOWSHIP

About // The Ford Foundation seeks to increase the diversity of the nation’s college and university faculties by increasing their ethnic and racial diversity, maximize the educational benefits of diversity, and increase the number of professors who can and will use diversity as a resource for enriching the education of all student.

Benefits // Annual stipend of $27,000 for three years, an invitation to the Conference of Ford Fellows, and access to Ford Fellow Regional Liaisons

Criteria
• Must be enrolled in or planning to enroll in a research-based (dissertation-required) program leading to a PhD
• Must require a minimum of three years of study to complete their PhD or ScD degree
• Must not have earned a doctoral degree at any time, in any field

Dates & Contact // Due Dec. 17 / fordapplications@nas.edu
sites.nationalacademies.org/PGA/FordFellowships/PGA_171962

Student Opportunities
FACULTY FOR THE FUTURE FELLOWSHIPS

About // These fellowships are awarded to women from developing and emerging economies to pursue PhD or post-doctoral studies in STEM.

Benefits // Grants are based on actual costs for eligible expenses up to a maximum of $50,000 per year and may be renewed.

Criteria
- Women only
- STEM
- Must have applied to, been admitted to, or be currently enrolled in a university abroad when submitting their application.

Dates & Contact // Due Nov. 9
facultyforthefuture@slb.com
profellow.com/fellowship/faculty-for-the-future-fellowships/

AAUW CAREER DEVELOPMENT GRANTS

About // These grants provide funding to women who hold a bachelor's degree and are preparing to advance, change careers, or reenter the workforce. Primary consideration is given to women of color and women pursuing their first advanced degree, or credentials in nontraditional fields.

Benefits // Grants of $2,000 to $12,000

Criteria
- Women only
- Must hold a bachelor's degree
- U.S. Citizens or permanent residents only

Dates & Contact // Due Nov. 15
aauw@applyists.com
aauw.org/resources/programs/fellowships-grants/current-opportunities/career-development/

MICKEY LELAND ENERGY FELLOWSHIP (MLEF) PROGRAM

About // Provides opportunities to gain hands-on research experience with the Department of Energy's Office of Fossil Energy for women and minority students in STEM majors.

Benefits // 10-week stipend with the possibility for housing and travel allowance.

Criteria
- Must be enrolled full-time in a STEM program at the Bachelor's or Master's level
- Must be at least a college sophomore at the time of application
- Must have a cumulative GPA of at least 2.8
- Must be a U.S. citizen

Dates & Contact // Due Jan. 8
pai.moua@orau.org
orise.orau.gov/mlef/applicants/default.html
Acknowledgments

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- Office of Institutional Diversity and Inclusion

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