

Women in Science Network (WiSCI Network) Colorado State University

Mission: Women in Science... Pass it On! Advancing the careers of innovative women.

Vision: Improve the diversity of voices present in leadership roles at Colorado State University and beyond.

Story: Part of acclaimed author and businesswomen, Sheryl Sandberg's hope in writing *Lean In*, was to encourage and foster conversations that imagine gender differently. The Colorado State University (CSU) Women in Science Initiative and Innovating Minds Lecture Series are products of our discussions and examples of how we as an academic community are enhancing the conversation around gender.

Gender bias in science can have a significant impact on individual careers. To better understand the role of bias in career development, a community of men and women was initiated at CSU in 2013. This group began as a small collection of individuals, and within six months grew to a core team of a dozen members.

The group meets monthly for 1-1.5 hours at an off-campus site to discuss career development issues relating to gender-based communications. The overall goal of this group is to encourage an open exchange of ideas and information among men and women in scientific, academic careers to promote career advancement and engage in active problem-solving. Participation by both men and women, and by persons of a wide range of career stages, has afforded a diversity of ideas and perspectives during discussions. The group provides an honest and supportive environment that fosters an atmosphere of confidentiality and trust.

This initial cohort has now grown to several additional small groups across campus. In addition to the groups, we have held two successful "Women in Science Symposia" and initiated a new lecture series, "Innovating Minds" (<https://womeninscienceci.colostate.edu/>). The symposia and lecture series highlight the career paths of innovative women in industry, policy, business, NGO, and academia. The conferences have featured speakers from Research! America, Johns Hopkins University, Harvard School of Public Health, Emory University, Colorado Women's Hall of Fame and Colorado State University.

These events benefit this growing community by providing additional opportunities to meet, network and learn with one another.

We invite your partnership in this community. With your support— whether it be attendance at lectures and symposium, initiation of your small group, or financial giving— we will provide a stronger voice for innovating women.

Synopsis

In April 2017 and 2018, two “Women in Science Symposium” (WISS) have been held at CSU to allow the greater community to benefit a similar population. These symposia have drawn over 240 and 329 attendees, respectively, and featured Dr. Janice Clements (Johns Hopkins University), Dr. Jennifer Cross (Colorado State University), and Suzanne Ffolkes (Research!America), Dr. Megan Murray (Harvard School of Public Health), Dr. Kathleen Galvin (Colorado State University) and Dr. Kelsey Shaw (Emory University) as speakers. Attendees included students and faculty from CSU, USDA National Wildlife Research Center, Boston University, University of Northern Colorado, Paws ‘N Claws Veterinary Clinic, Pretty Brainy, 3 Labs development, CU Anschutz, National Renewable Energy Laboratory, and the National Park Service.

This growing community will benefit from additional opportunities to meet and network with one another. The “Innovating Minds” lecture series (quarterly lectures) will highlight the career paths of innovative women with industry, NGO, policy and academic experiences from Colorado front range and national platforms. The first lectures feature Jill Tietjen (Colorado Women’s Hall of Fame) and Mitzi Moran (Sunrise Community Health) (<https://womeninscienceci.colostate.edu/innovating-minds/>)

Our goals for the next WIS symposium and the IM lecture series include: (1) building upon the networks established at the first two symposia, (2) reaching out to a more diverse audience, (3) expanding our network to include all people working in industry, NGOs, policy and academia in Colorado. These events will help to highlight Colorado State University as an institution dedicated to being the best place for all to work, learn and collaborate.