

BRiDGE

• Enhancing diversity and inclusion in lecture series with
• broader impacts and mentoring opportunities

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What is BRiDGE?

BRiDGE aims to increase the visibility of early-career, underrepresented (UR) scientists in the life sciences and related fields, highlight exceptional broader impacts, and facilitate mentoring relationships with grad students. To address these aims, we host 3 events:

BRiDGE2Science: traditional technical talk in host department

BRiDGE2Impacts: talk or workshop on broader impacts

BRiDGE2Students: lunch with graduate students

Why BRiDGE?

Life sciences has a diversity problem. In order to train the next generation of scientists, we must attract and retain members of UR groups. **BRiDGE focuses on departmental colloquia as a platform for achieving this goal.** Colloquia provide speakers with visibility, opportunities to share their work, and the possibility of new collaborations. Colloquia also “provide young scholars with models of what speakers look like” (Nittrouer et al. 2018). A lecture series thus offers practical opportunities to harness departmental energy and resources to **promote and retain UR scientists.** Here we provide University data on graduate student and faculty demographics in the College of Natural Sciences for the three initial BRiDGE partner departments and speaker demographics from several years preceding the foundation of BRiDGE. *The BRiDGE initiative challenges attrition by promoting space for early career underrepresented scientists with outstanding commitment to broader impacts.*

Want to have BRiDGE at your University?
Read the recent Eos article on how to start your own chapter and increase the visibility of early-career, underrepresented scientists!



What's in a Seminar?

Graduate students at the University of Massachusetts Amherst redesigned their departmental seminar series to increase diversity, equity, and inclusion, and other institutions could do the same.

Keisling, B., R. Bryant, N. Fernandez, M. G. Arredondo, and N. Golden (2020), <https://doi.org/10.1029/2020EO142460>

BRiDGE FALL 2020

SEPTEMBER 23-24 LARP SCHOLAR DR. KOFI BOONE



Kofi Boone, FASLA is a Professor of Landscape Architecture at NC State University in the College of Design. Kofi is a Detroit native and a graduate of the University of Michigan (BSNR 1992, MLA 1995). His work is in the overlap between landscape architecture and environmental justice with specializations in democratic design, digital media, and interpreting cultural landscapes. His teaching and professional work have earned numerous awards including student and professional ASLA awards. He serves on the Board of Directors of The Corps Network as well as the Landscape Architecture Foundation where he is Vice President of Education. He is a frequent speaker at national conferences and events. His published work is broadly disseminated in peer-reviewed as well as popular media including The Conversation, and Landscape Architecture Magazine.

SEPTEMBER 30-OCTOBER 2 BRAIN SCHOLAR DR. FANTASY LOZADA



Dr. Fantasy T. Lozada is an assistant professor of Developmental Psychology at Virginia Commonwealth University where she is the director of the School, Home, and Internet contexts of Emotional Development (SHIELD) Lab. After completing her Ph.D. in Lifespan Developmental Psychology from North Carolina State University as an Initiative for Maximizing Student Diversity Scholar and a Center for Developmental Science Predoctoral Fellow, Dr. Lozada completed her postdoctoral training at the University of Michigan as a National Science Foundation Postdoctoral Research Fellow with the Center for the Study of Black Youth in Context. Her work explores the interplay of culture, race, and emotions and predictors of the social and emotional development of Black and Brown children across contexts. Some of her current research projects include (1) Action Research Teams for Culturally Responsive Teaching among middle school and high school teachers, (2) Family Expression and Emotional Life among African American families, and (3) Understanding Emotion Regulatory Flexibility among African American youth.

OCTOBER 26 BRiDGE INFORMATION PANEL

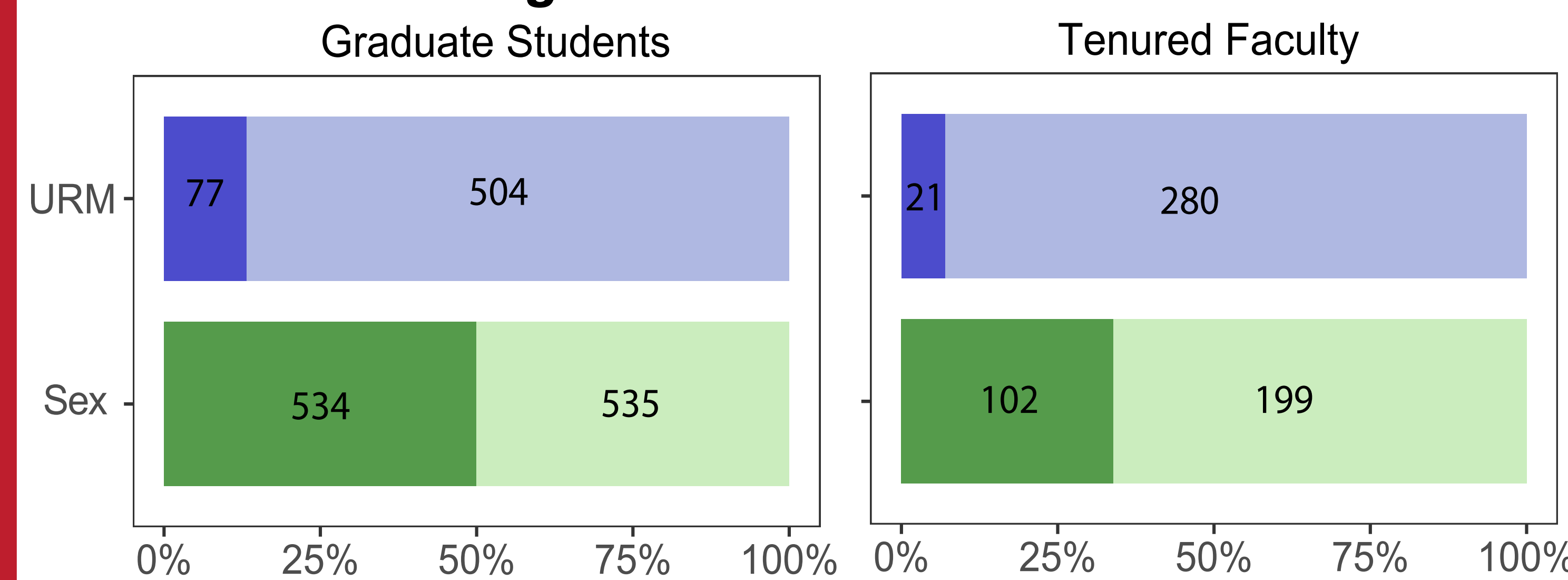
Interested in learning more about BRiDGE, joining, or expanding to your department seminar? Join us for a panel of graduate student organizers!



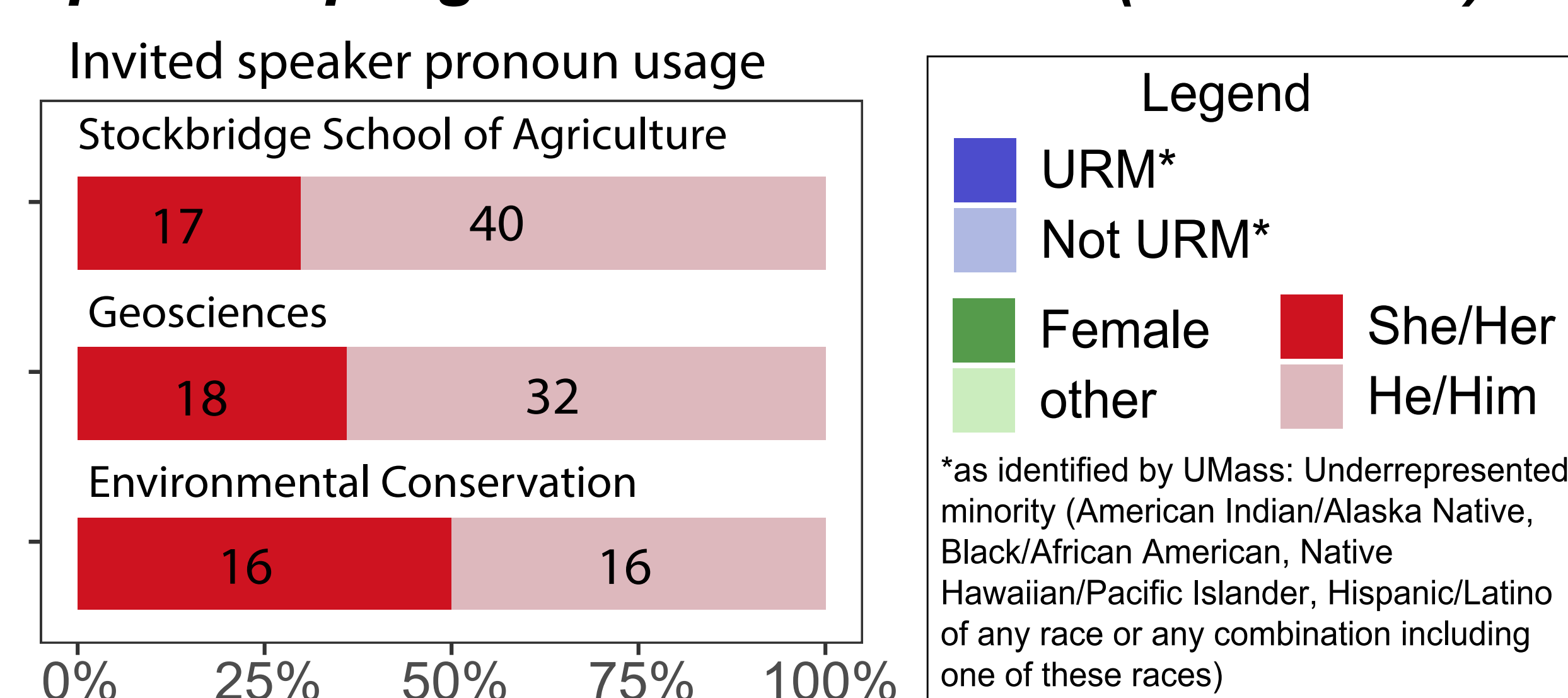
For more information visit <https://blogs.umass.edu/bridge/>
Email: bridge@umass.edu Twitter: [@umassbridge](https://twitter.com/umassbridge)

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Faculty and graduate students in UMass College of Natural Sciences



3 years of Invited Seminar Speakers in UMass partner programs PRE-BRiDGE (2016-2018)



Note on reporting identity-based statistics: UMass data on gender and URM status of faculty and graduate students is from the University Analytics and Institutional Research and is self-reported. Pronouns of past seminar speakers were identified via pronoun use on their personal websites, university pages, or web articles. International students were not included in URM data due to differences in reporting. Ideally, all of this data would be self reported and represents a gap in our ability to understand inequities of invited seminar speakers and is limited by University definitions of “Underrepresented” and gender identity.

Outcomes & Testimonials

“it helped me think about the necessity of networking and how valuable it is in developing future collaborations”

“we still have work to do, and it starts with working together”

Exceptional Broader Impacts

Impactful interdisciplinary work
Fostering the spirit of co-production
Intersection between research and interests of other scientists and stakeholders

“we talked at length about the legacy we leave. I had never really thought of this before, but I find myself thinking about it quite a bit these days”

Facilitate Mentoring

The opportunity to sit down with faculty from another institution in a casual setting
The importance of allyship and community for underrepresented groups

“even the act of community building can be a broader impact”

Increase Visibility

Valuable experience building connections
Learn about career options & paths
Able to speak with and see representative people in faculty positions