Cultivating Authentic Engagement in Global Sciences Communities

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Leadership Experiences

- Chair, ASHE Annual Conference (n=1700)
- Chair, ASHE Council on Ethnic Participation Mentor Program (n=120)
- Publications Committee, Associate Editor
- Informal mentoring of junior scholars (AAHHE)
Disruption

- Recruit from diverse institution types (MSIs, community colleges) – NOW
- Recruit outside known networks
- Network nodes - formal association directors, champions, other advocacy associations
- Invite multiple perspectives, styles, speakers
- Engage diverse junior scholars
**Intentionality**

- Build trust - go beyond window dressing – not business as usual
- Structure shared goals and clear roles
- Get to know one another as people
- Get to know one another’s strengths
- Facilitate conversations with diverse perspectives
Resources

- Individuals as champions
- Associations (e.g., SACNAs, AAHHE)
- Higher education institutions
- Grants
- Industry
Guiding questions

- Who and where are untapped sources of leadership in building inclusive communities?
- How can structure of interactions challenge traditional hierarchies?
- Who are untapped champions?
- How can we go beyond our comfort zones?
- How can we learn from stumbles?
Thank you!

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