

**SPRING 2021
CHEMISTRY
SEMINAR SERIES**



**DR. CHRISSY
STACHL**

*Center for Genetically
Encoded Materials
Berkeley, CA*

**HOST:
DR. SOBERS**

**ALL THOSE
INTERESTED ARE
WELCOME TO ATTEND**

**Changing the culture of STEM: A community-driven and
evidence-based approach**

April 30th, 2021 ~ 11:30AM

Seminar Via Zoom

Abstract: Lack of representation in STEM remains a significant issue at every level of academia. While many initiatives to improve diversity exist, they primarily focus on recruiting more women and individuals from historically marginalized groups and fail to address the systemic issues that prevent these individuals from thriving. Given that every academic community has a unique historical narrative, it is critical to identify the specific issues that negatively affect a given community's climate and culture before devising strategies to increase diversity. Throughout this talk, I will present the results of a quantitative, multi-year effort to improve the academic climate of an R01 STEM department. In particular, we will discuss the methods used to assess the challenges facing graduate students, postdocs, and faculty, and how the community's own data were used to ground cooperative efforts to drive positive change. This talk will also focus on the use of a practical, sustainable, and data-driven framework for affecting institutional change within a graduate community, and how that framework can be modified by other research-focused departments to promote positive, lasting cultural change.

Biographical Sketch: Dr. Chrissy Stachl (she/her/ella) is the Director of Education, Outreach, and Diversity at the National Science Foundation Center for Genetically Encoded Materials (C-GEM). She earned her Ph.D. in Chemistry from the University of California, Berkeley in 2020, where she focused on developing methods to understand the issues that negatively affect diversity, inclusion, and belonging within graduate communities, and designing interventions to directly address them. At C-GEM, Chrissy designs outreach and professional development programs, and does research to better understand the relationship between mentoring and sense of belonging. Most recently, Chrissy founded Reflecting Equity, an equity consulting company through which she helps academic units and other organizations develop best practices for fostering diversity and inclusion. Chrissy graduated from the University of Washington in 2014 with dual B.S. degrees in Chemistry and Neuroscience.

RUTGERS
UNIVERSITY | NEWARK

Department of Chemistry
73 Warren Street, Olson Hall
Newark, New Jersey

<https://sasn.rutgers.edu/chemistry>