

	 	<p><b>Idaho Diversity Network Mentoring Conference:</b> Strategies for Student and Faculty Mentors February 8-9, 2017 Boise State University Student Union Building</p>
		
		

### Conference Agenda:

<b>Wednesday, February 8<sup>th</sup></b>	
8:00 – 8:30 AM	<p><b>Registration</b> (<i>outside Jordan D</i>) *shuttles will depart from front of hotel starting at 8 a.m.</p>
8:30 – 9:00 AM	<p><b>Welcome</b> (<i>Jordan D</i>)</p> <ul style="list-style-type: none"> <li>- Dr. Shawn Benner (<i>Idaho EPSCoR Science Lead &amp; Associate Professor, Department of Geosciences-BSU</i>)</li> <li>- Idaho Diversity Network Working Group</li> </ul> <p><b>Icebreaker Activity:</b></p> <ul style="list-style-type: none"> <li>- Jesse Martinez (<i>Director, UI Office of Multicultural Affairs</i>)</li> </ul>
9:00 – 10:30 AM	<p><b>Structured Scenarios and Discussion</b> (<i>Jordan D</i>)</p> <p><b>Moderators:</b> Dr. Donna Llewellyn (<i>Director, BSU Institute for STEM and Diversity Initiatives</i>) Dr. David Estrada (<i>Assistant Professor and MSE Graduate Program Coordinator, Micron School of Materials Science and Engineering-BSU</i>) Chandra Reyna (<i>McNair Fellow and Multi-Ethnic Studies student</i>) Jesenia Robles (<i>McNair Fellow and Criminal Justice student</i>)</p> <p><b>Description:</b> <i>Students and faculty participants will engage in structured scenario and role playing activities designed to identify our personal implicit bias and how that bias influences our interactions with those from underrepresented populations.</i></p>
10:30–10:45 AM	<b>Break</b>
10:45-noon	<b>Structured Scenarios and Discussion</b> –continued
12:00 – 1:30 PM	<b>Lunch &amp; Informal Networking</b> ( <i>Boise River Café – located inside Student Union Building</i> )

<p>1:30 – 3:00 PM</p>	<p style="text-align: center;"><b>Breakout Session 1:</b></p> <p><b>Student Session (Jordan A): Walking the Tight Rope: Recognizing and Negotiating Implicit Bias and Stereotype Threat for Students and Student Mentors</b></p> <p><b>Presenter:</b> Francisco Salinas (<i>Director for Student Diversity &amp; Inclusion – BSU</i>)</p> <p><b>Description:</b> <i>Students and student peer mentors will be introduced to these concepts, some tools and strategies to address them and will be given an opportunity to share insights from their own experiences and brainstorm how to apply these to their service to their fellow students.</i></p> <hr/> <p><b>Faculty Session (Jordan B): Implicit Bias, Stereotype Threat, and Impostor Syndrome</b></p> <p><b>Presenters:</b>  Dr. Donna Llewellyn (<i>Executive Director, BSU Institute for STEM and Diversity Initiatives</i>)  Deana Brown (<i>Assistant Professor/Librarian-BSU</i>)</p> <p><b>Description:</b> <i>Implicit bias can impact what kinds of educational enrichment programs (like research opportunities) that our students may have access to. And once they gain access, stereotype threat and impostor syndrome both have the potential to impair the students' performance. Combined, these effects can hinder individuals from pursuing certain majors and careers. In this session, we will learn how we can be alert to all three and learn some strategies for helping our students to overcome them.</i></p>
<p>3:00 – 3:15 PM</p>	<p style="text-align: center;"><b>Break</b></p>
<p>3:15 – 4:45 PM</p>	<p style="text-align: center;"><b>Breakout Session 2:</b></p> <p><b>Student Session (Jordan A): Mentoring, and Being Mentored by Peers</b></p> <p><b>Presenters:</b> Matt Schmasow &amp; Kate Steven (<i>Advising and Academic Enhancement – BSU</i>)</p> <p><b>Description:</b> <i>What does peer mentorship look like? Learn how Boise State University's Learning Assistant Program has developed a staff mentoring program where seasoned tutors provide guidance, peer support, and camaraderie for new student staff. Hear current mentors discuss how they motivate their peers, and how their own experience of being mentored impacted them.</i></p> <hr/> <p><b>Faculty Session (Jordan B): Fostering STEM Identity: Mentoring for Inclusion</b></p> <p><b>Presenters:</b>  Dr. Karla Eitel (<i>Education Director, McCall Outdoor Science School</i>)  Catherine Bates (<i>STEM Diversity/LSAMP Coordinator, BSU Institute for STEM and Diversity Initiatives</i>)</p> <p><b>Description:</b> <i>In addition to the general benefits of mentored research, students whose mentors provided socio-emotional and culturally relevant mentoring along with research-specific mentoring reported stronger learning and development. This session will explore the role that identity plays in students' sense of belonging in STEM and the ways that mentors can foster inclusive learning environments.</i></p>

4:45 – 6:00 PM	<p><b>Break</b></p> <p><i>**A shuttle will take participants back to hotel &amp; departs from front of SUB at approximately 4:50 p.m. The return shuttle will depart from hotel at approximately 5:45 p.m.</i></p>
6:00 – 8:00 PM	<p><b>Dinner, Keynote and Networking</b> – <i>(Lookout Room)</i></p> <p><b>Keynote Title:</b> “<b>Ways to Mentor Underrepresented Students in STEM; a K-Grey Story</b>”</p> <p><b>Presenter:</b> Dr. Ed Galindo <i>(Associate Director, NASA Idaho Space Grant Consortium/ UI Indigenous STEM)</i></p> <p><b>Description:</b> I am going to share some stories with student tested ideas of how to mentor underrepresented students not only on STEM, but on being lifelong learners/ teachers. I also plan on sharing some ideas that did not work as well in mentoring students as other things that I have tried. The focus group will be with American Indian students (K-Grey) but the mentoring story is a good fit for everyone. Come and hear the story!</p> <hr/> <p><b>Roundtable Discussions</b> (7:00 – 8:00)</p> <p><b>Moderators:</b> Idaho Diversity Network members</p> <p><b>Description:</b> Participants will engage in a café roundtable inspired discussion to address some guided questions focused on mentoring for underrepresented populations.</p>
8:00 PM	<p><b>Adjourn for Day 1</b></p> <p><i>**transport back to hotel (shuttles will depart from in front of Student Union Building at 8:10 p.m.)</i></p>

## Thursday, February 9<sup>th</sup>

8:30 – 9:00 AM	<p><b>Welcome</b> (<i>Jordan D</i>) Idaho Diversity Network Working Group</p> <p><b>Icebreaker Activity:</b> Christine Chang (<i>Project Manager, Institute for STEM and Diversity Initiatives – BSU</i>)</p>
9:00–10:00 AM	<p><b>Keynote Presentation</b> – (<i>Jordan D</i>)</p> <p><b>Title:</b> “Beyond Being Nice: What Science Can Help Us Uncover About Mentoring”</p> <p><b>Presenter:</b> Dr. Valerie Purdie-Vaughns (<i>Associate Professor, Department of Psychology - Columbia University</i>)</p> <p><b>Description:</b> For the past 50 years social psychologists have attempted to uncover how stereotypes, discrimination, and bias in our institutions undermines learning, development and achievement. Much of this research has culminated in a deep understanding of stereotype threat. In recent years, psychologists have turned to ask the question, "What can we do to inoculate students from stereotypes and bias so that they can thrive?" This talk will share what we have learned. Specifically, research tells us that focusing on what underrepresented students come to understand about the subtle messages of acceptance or rejection that schools convey can be a powerful leverage point for change. I will share a series of experiments and insights centering on lifting student motivation and achievement by targeting the messages mentors convey.</p>
10:00–10:15 AM	<b>Break</b>
10:15–12:00 PM	<p><b>Interactive Learning Sessions</b> (<i>Jordan D</i>) Dr. Valerie Purdie-Vaughns – <i>continued</i></p>
12:00–12:45 PM	<b>Lunch</b> *buffet style ( <i>outside Jordan D</i> )
12:45 -1:45 PM	<p><b>Interactive Working Session</b> (<i>Jordan D</i>)</p> <p><b>Moderator:</b> Dr. Karla Eitel (<i>Education Director, McCall Outdoor Science School</i>)</p> <p><b>Description:</b> Participants will work in groups for first half of session to discuss ideas on mentoring strategies or policy that may be effective within their own departments, programs or institutions. The last half of session will be a report back to entire group to share implementation strategies and next steps.</p>
1:45 – 2:00 PM	<p><b>Closing Comments</b> (<i>Jordan D</i>)</p> <p><b>Moderators:</b> Idaho Diversity Network Working Group</p> <ul style="list-style-type: none"><li>• <i>Assessing additional mentoring resources</i></li><li>• <i>Evaluation</i></li></ul>

## Keynote Speaker/Presenter:



**Dr. Valerie Purdie-Vaughns** is a professor in the Department of Psychology at Columbia University and an instructor at Columbia Business School. She teaches Negotiations in the Graduate and Executive Education programs at Columbia Business School, and Mind, Culture and Brain in the Department of Psychology. In 2015, she was the recipient of the distinguished Columbia University Lenfest Award for excellence in teaching and mentoring.

Dr. Purdie-Vaughns' research focus is on the psychology and biology of identity in organizations. Her interests include diversity in schools and workplaces, understanding and closing achievement gaps, race and policing, and non-conscious processes. Dr. Purdie-Vaughns has authored over 50 publications and has been awarded significant federal research grants. In 2015, she was awarded the prestigious Columbia University RISE grant for most cutting-edge research on stress and workplace culture.

Dr. Purdie-Vaughns currently serves as a consultant for a variety of organizations including corporate clients, educational institutions and non-profits. She consults in the areas of leadership, teams, negotiations, communications, mentoring, multi-cultural and urban marketing, and diversity and inclusion strategy. Select clients, past and present, include Goldman Sachs, Intel, Neuroleadership, American Physics Society-Nuclear Physics Division, Bridgeport Fire Department and the Kapur Foundation.

Previously, Dr. Purdie-Vaughns served on the faculty at Yale University. She completed her doctoral work in psychology at Stanford University. She completed her undergraduate work at Columbia University and lettered in varsity basketball.

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## History:

The Idaho Diversity Network Mentoring Conference: Strategies for Student and Faculty Mentors is focused on providing professional development for faculty and students on effective strategies for mentoring students from underrepresented groups in science, technology, engineering and mathematics (STEM) and related fields.

Idaho EPSCoR established the Diversity Network in an effort to support Science, Technology, Engineering and Mathematics (STEM) fields within higher education in Idaho. The Network fosters communication across campuses to encourage the formation and dissemination of new ideas, values, and learning, and provide leadership to carry out integrative activities. The Network involves Idaho's three public universities along with 2 and 4 year colleges, and assists in creating sustainable partnerships and strengthening recruitment and retention efforts, particularly for underrepresented minorities (URM), women, and persons with disabilities.

## Planning Committee:

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### Additional sponsors include:

Boise State University –  
Institute for STEM and Diversity Initiatives

University of Idaho – STEM Education

Idaho IDea Network of Biomedical Research Excellence (INBRE)

McCall Outdoor Science School (MOSS)

Idaho State University