

Welcome!

- Please introduce yourself, organization, and Collaborative in the chat box.
- How do men participate in your Collaborative's efforts around gender equity in STEM?



March 13, 2019



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Agenda

- The Role of Men in Collaboratives, on Champions Boards, and at Events
- Facilitated Discussion
- Successes and Challenges
- Closing



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The Role of Men in Collaboratives, on Champions Boards, and at Events



Timothy Fowler,
Professional Development
Director for the New York
State Network for Youth
Success



Chris Neitzey,
Director of STEM Initiatives
for the Afterschool Alliance



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How Timothy got involved

- **Invited to join Missouri Girls' STEM Collaborative in 2012**
 - Thank you Casi Herrera
- **Became chair of MO Leadership Team**
- **Invited myself to join Leadership Team in New York in 2016**
 - Needed backup from Karen Peterson
- **Network for Youth Success became Lead Agency in 2018**
 - Became chair of Leadership Team



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Why Timothy is Involved

- All youth deserve opportunities
- Some youth are actively excluded based on sex, gender identity, race, ethnicity, physical ability, socio-economic background...
- Making opportunities available means different things for different groups and individuals
- This work is vital and important
- Collaboration is a way to 'walk the walk' when solving problems



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How and why Chris got involved

- Perspective
- Background in informal STEM
 - Started as science educator
 - Now in intermediary/advocacy role
- Always growing and learning
 - Providing a chance to hear about the perspective of women, particularly in STEM



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What is the role of men in STEM equity?

- As leaders
 - When do men step into leadership on gender issues? Should they?
 - How should they be told when it's not the right time?
- As Instructors
 - Need to understand implicit bias
 - Must be conscious of impact of language
- As participants
 - When possible, young boys should see girls participating in the same activities
 - Help shape their attitudes and behaviors towards women in STEM



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What Makes a Good Collaborator

- Common goals
- Shared commitment
- Consistent effort towards goals
- Contributes to the collaborative
- Open to learning
- Open to change
- Connected
- Brings assets and skills to the collaborative



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Men & Accountability

- Men have patterns through which they avoid accountability for their words and actions
 - Denial
 - Minimizing
 - Victim-blaming
 - Counter-organizing
- These patterns occur whenever anyone is avoiding or shifting responsibility
- These patterns undermine collaboration



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Recruiting the Right Partners

- Where do you need partners?
 - Sectors like industry and higher ed.
 - Professions like engineers and mathematicians
 - Regions around your state
 - Skills sets or expertise
- For each organization that you reach out to...
 - Share the goals of the Collaborative
 - Ask, “Who in your [organization, network] cares about these issues?”
 - “Who is working on equity?”



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Engaging men in STEM/Gender equity efforts

- What is the right time to engage men in equity issues?
- How to approach potential allies
 - Start slow, minimize risk
 - Be clear about goals and roles
 - Ally vs. Champion
 - More than just numbers
 - i.e – more women engineers instead of more women in decision making positions



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Engaging men – cont'd

- Open communication
- Provide constructive feedback
- Provide an open space to share perspectives



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Men's Roles

- IMO Women should be leading and should be nurtured into leadership roles
- Men should be willing to lead when needed and willing to support when needed
 - Taking notes
 - Managing logistics
 - Getting lunch
 - Making introductions
- NY LT moving to have a new chair by 2020, with NYSNYS staff in support
 - Emailing, coordinating schedules, doing outreach



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NGCP Updates

- Wonder Park is being released this Friday!
- National AfterSchool Convention
- FabFems Database Updates
- Monthly Collaborative Highlights



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Next Meeting April 10, 2018

Have a great Pi Day!



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