



**NGCP Collaborative Leadership Teams
Community Meeting
Chat Transcript, March 13, 2019**

Recording: <http://connectpro35337274.adobeconnect.com/pgijicgw8f4m/>

Karen Peterson: Welcome! Please introduce yourself here in the chat. Organization and Collaborative and answer our check in question.

Tracey Zelden: Hi, it's Tracey Zelden. with Core Element from Louisiana.

kelly@networkforyouthsuccess.org: Kelly Sturgis, Executive Director, NYS Network for Youth Success

Rachel Kessler: hi, I'm Rachel Kessler from the Oregon Collaborative and state-wide Afterschool network Oregon ASK. men help as partners and share resources such as STEM curriculum and best practices for engaging girls!

Tricia Berry - Texas Girls Collaborative Project: Hi everyone! TxGCP and UT Austin's Women in Engineering Program... Men join in on our networking forums, join in on trainings/workshops, are on all our communications (newsletters, social media)

Suzi Taylor, Montana: Hi -- Suzi Taylor, Montana State University and Montana Girls STEM Collaborative. We have had several men on our champions and leaders' boards over the years. I feel like we always have lots of men interested in volunteering at our girl-serving events like Expanding Your Horizons.

Lou Papai: Lou Papai, Step Forward NWLA, Louisiana STEM Collaborative

Lou Papai: :)

Suzi Taylor, Montana: Hi, Lou -- miss you!

Lou Papai: Woot whoop!

Lou Papai: Excited about this topic!

Cindy Thorngren: Cindy Thorngren - Idaho STEM Action Center -

Lou Papai: OMG! I'm on the slide!

Casi Herrera: Someone was singing your praises at a conference I was at last week, Lou!

Lou Papai: Eek!

Lou Papai: LOL

Lou Papai: Tucson

Dale McCreedy: Dale McCreedy - lead for TnGCP and from Discovery Center at Murfree Spring. We are currently building our Collaborative Leadership Team and Champions Board and have men on both.

Casi Herrera: :) I'm tricky like that! And it was WORTH IT!

Karen Peterson: Sometimes it takes MULTIPLE connections. :)

Casi Herrera: Great support!

Lou Papai: Hey Dale! Long time no see. LOL

Marta Larson: Marta Larson, Michigan

Lou Papai: Chris, were you ever involved with Girls RISEnet?

Timothy Fowler: Same for me--always worked in orgs lead by women made up of primarily women

Karen Peterson: Thanks, Lou. Feel free to keep those questions for Tim and Chris coming.

Tricia Berry - Texas Girls Collaborative Project: all of us make mistakes!!

Lou Papai: Thank God Tricia! How else we going to learn?

Timothy Fowler: Thanks Chris-- I will add when appropriate :)

Timothy Fowler: Self-awareness and openness to feedback I think is a critical skill for collaborators

Lou Papai: I think the "How should they be told..." question is a great one. It's a sensitive topic, but great to ask!

Chris Neitzey: I was not involved in Girls RISEnet, Lou.

Lou Papai: Just curious. Maryland Science Center was a partner.

Chris Neitzey: I primarily did outreach programming when I was there, so I was on the road a lot.

Lou Papai: LOL

Suzi Taylor, Montana: Chris, interesting take on Ally vs. Champion -- I'm going to think about that. I always use "champion" but am not quite sure why

Lou Papai: Coming from a Growth Mindset perspective is often very productive.

Timothy Fowler: Lou, I agree; we all have strengths to build on and areas to grow in

ezenon@rpcc.edu: Sorry I'm late. I was on a call with NSF

Lou Papai: Hello Esperanza!!

Lorena Harris: Hello!!! Lorena Harris from NYS STEAM Collaborative from SUNY Schenectady...

Casi Herrera: Not a worry! Happy to see you Esperanza and Lorena. We are recording this call, as usual and will send the link out after the call.

ezenon@rpcc.edu: Hi Lou

Lou Papai: Great Collective Impact model, Chris!

Lou Papai: Or was that Tim? LOL

Timothy Fowler: Thank you all for sharing! Thank you for being here today too :)

Lou Papai: Thanks Tim and Chris! Great topic.

Suzi Taylor, Montana: Timothy and Chris - you are awesome; thanks so much for sharing your perspectives!

Chris Neitzey: Let's continue these conversations!

Chris Neitzey: But need to find ways to have these conversations with men that aren't yet in this space/as supportive

Suzi Taylor, Montana: The NSF grant that helped launch our Collaborative was funded again for five years so YAY!!!!!!

Timothy Fowler: Congratulations Suzi!!!

Lou Papai: AWESOME Suzi!

Tracey Zelden: We got a Freeport McMoran grant to pay for scholarships for high school girls to attend a week-long Cybersecurity program.

Lorena Harris: Fantastic Suzi!!! Great!!!

Kathy Thomas: Hooray Suzi and Hooray Montana!

Suzi Taylor, Montana: Cool, Tracey! That sounds so awesome

Timothy Fowler: Awesome Tracey!

Dale McCreedy: Are folks willing to share their year goals or activities for me to share at my kick off next week?

Chris Neitzey: Same here, would love to hear more about the cybersecurity program

Suzi Taylor, Montana: Is anyone participating in the Girls Go Cyberstart program? It's tied to state governors' offices

Dale McCreedy: dmccreedy@exploredc.org

Cindy Thorngren: Suzi, we are in Idaho

Suzi Taylor, Montana: <https://www.girlsgocyberstart.org/>

Tracey Zelden: We partner with Digital Forensic solutions who have a grant from NSF to engage more girls in digital forensics

Lou Papai: @Dale, might be able to help.

Tracey Zelden: Suzi, is that for all states?

Dale McCreedy: Awesome! Thanks, Dale

Suzi Taylor, Montana: I think it is for the states whose governors signed on to it

Suzi Taylor, Montana: Alabama, Arkansas, California, Colorado, Connecticut, Delaware, Georgia, Hawaii, Idaho, Indiana, Iowa, Maine, Maryland, Michigan, Montana, Nevada, New Jersey, North Carolina, North Dakota, Pennsylvania, Rhode Island, Tennessee, Texas, Vermont, Virginia, West Virginia, Wyoming.

Tracey Zelden: darn

Suzi Taylor, Montana: Your state can sign up next year

Lou Papai: No Louisiana... :(

Suzi Taylor, Montana: Bummer, Lou and Tracey :-(

Kathy Thomas: Wonder Park general release date is March 15th!

Casi Herrera: Wonder Park: <https://www.paramount.com/movies/wonder-park> (in case you haven't heard)

Timothy Fowler: I will also be at NAA! Presenting on Sunday: "Peer Learning: New Directions for Professional Development"

Suzi Taylor, Montana: Captain Marvel is also a cool female empowerment movie

Casi Herrera: I am excited to see Captain Marvel --- need to check it out!

Timothy Fowler: Suzi totally agree. I loved Captain Marvel.

Casi Herrera: FabFems update - YAY!!

Casi Herrera: <http://ngcproject.org/scigirls-strategies-live-stream-0>

Dale McCreedy: Yup - happy to

Casi Herrera: Yes. I am SO excited to hear all about it

Chris Neitzey: Thank you!

Casi Herrera: Thank you for being here! And thank you to Chris and Timothy!

Lou Papai: Great job all!

Timothy Fowler: Thanks everyone! Have a great day!

Lorena Harris: Happy Pi day to you all too!!! Thanks!!!

Dale McCreedy: Thanks!

Break-out Conversations

Chris Neitzey: Would love to hear if other have similar/differing thoughts on Ally vs. champion!

Lou Papai: I like the Ally approach Chris.

Bethany Thrasher: I like the idea of at least adding the category of Ally...

Cindy Thorngren: I like Ally but it's just a weird word and while prevalent for LGBTQ etc. is maybe not that well known elsewhere

Tracey Zelden: As I am reflecting, most of the males it appears we work with are operating in a champion capacity. Until you defined the difference, I see how ally can have an impact.

Bethany Thrasher: Point taken Cindy....

Dale McCreedy: As I build the teams I have been differentiating by 'closeness' to girls - meaning those who can access girls either directly or through their orgs. I have struggled with the word champions do like thinking about that

Timothy Fowler: I am thinking about how we message our work and its impact; it is about making opportunities available for all, and how doing that will benefit everyone. Making that clear I think is difficult; sometimes I assume everyone already gets that.

Dale McCreedy: Directly or through orgs = Collab leadership team; but by that definition that title could tend to reach "higher level" of orgs - more administrative and further from the direct service.

Dale McCreedy: Sorry - rereading I realize how unclear I was. I am suggesting that the Champions boards tend to be those - by definition - that have resources. They can be allies but it does sort of suggest a 'class' distinction of sorts.

Suzi Taylor, Montana: @Cindy - I agree, I have generally heard Ally in reference to LGBT

Cindy Thorngren: Parents who can talk about their children and why providing gendered activities for their daughter does not take opportunities away from their son

Bethany Thrasher: Recruiting current network partners to support specific girls in stem work, such as our FIRST Robotics state director - the interest is there so we should capitalize by providing specific opportunities to further our joint work

Timothy Fowler: I agree with Cindy--sharing that opening opportunities to others doesn't 'hurt' boys. I think it makes the programs better for all, including boys.

Bethany Thrasher: I forgot to mention he is a man...

Dale McCreedy: Valuing the power they have to be the one who can provide push back when sometimes it is going to be harder if woman delivers.

Suzi Taylor, Montana: I run into so many men who want to be involved because they have daughters and see some of the challenges

Lou Papai: @Suzi, that is soooo exciting!!

Casi Herrera: @Suzi - YES! It can be eye opening seeing lack of opportunity for your own daughter.

Kathy Thomas: Make a business case - Diversity helps companies reach out to new customer bases, improves and deepens the talent pool, and fosters a greater diversity of ideas and innovation.

Lou Papai: @Kathy, YES!

Bethany Thramer: Is there an opportunity to equip men with tools/resources/knowledge from business perspective - we need more woman - and what could they actually do to help change the scene instead of not being able to take ownership or feel there is nothing they can really do to change the system...empowering them to be champions not just allies

Suzi Taylor, Montana: I wonder if there could be a workshop/program/training that is very specific: "Dads: how to support your daughters in STEM"

Lou Papai: Go Suzi!

Dale McCreedy: Joe Kelly - one of starters of New Moon Magazine has a book and used to have a group about Dad's and Daughters.

Suzi Taylor, Montana: Most men I have worked with are really interested in being better allies and becoming more self-aware of how their behaviors might be counter-productive. One thing I've noticed (not research-based, but maybe there is research) they seem to name their programs with male-specific names like CyberWarriors! (not that girls can't be warriors or are turned off by that name, but there might be better choices)

Timothy Fowler: Men's relationships with women (wives, sisters, daughters, mothers, etc.) can be an opening to understanding the struggles. Great points

Lou Papai: @Dale, here's a link: <https://www.penguinrandomhouse.com/books/91174/dads-and-daughters-by-joe-kelly/9780767908344/>

Lou Papai: I'm going to check it out.

Chris Neitzey: Great point on the language of names Suzi!

Timothy Fowler: Finding the right people takes time and lots of networking and follow-up. It's worth it in the end but you never know how much effort it takes to find the right person until you find them

Tricia Berry - Texas Girls Collaborative Project: stereotypes of who "should" be on our leadership team or champions board or participate in our events...the assumption (from the community/public) is often it should be women

Lou Papai: Educating men why it's important to care about girl's self-efficacy and going into STEM (especially Non-Traditional) careers and fields. I still feel like there is a portion in our region that isn't convinced.

Dale McCreedy: XX GIRLS Collaborative by title sometimes raises flags/resistance/etc.

Tracey Zelden: We have men that are on our board with backgrounds in their respective STEM fields. They act in an advisory capacity but very few works in the operations component. I am wondering how we can get them to participate more in the operations components.

Dale McCreedy: Defining goals - not the broad ones but maybe the one-year goals and making sure they are clear and align with capacity and activities.

Lorena Harris: I agree Dale, aims as big picture and specific goals, may help to align them with the activities planned and the curriculum development

Lou Papai: @Dale, great point!

Cindy Thorngren: Public funding can't limit to girls, but we can say the program is girl-centric etc. which opens to boys - which is good too because they need to be exposed to women in STEM

Lou Papai: @Cindy, marketing can always be a challenge.

Suzi Taylor, Montana: When our name says "Girls" I think men assume we only want women involved.

Lou Papai: @Suzi, we encountered that in Louisiana.

Dale McCreedy: Yes Suzi - my point was the same. I agree it can be a challenge

Bethany Thramer: Recruiting Ally's, including men in our leadership team

Timothy Fowler: I'd like men on our champion's board, to bring the issues into those fields that are male-dominated. Having a man in those environments promote gender and other equity can be very powerful

Dale McCreedy: Leverage whomever is involved in local community engagement efforts to be sure you are thinking about a host of diversity categories.

Tricia Berry - Texas Girls Collaborative Project: engaging more men as trainers in dissemination projects

Lou Papai: I see men being more involved on the LT/CB as also exposing them to women in STEM fields, etc.

Tricia Berry - Texas Girls Collaborative Project: engaging more male teachers in the work of TxGCP (everyone should know the SciGirls strategies, for example)

Timothy Fowler: Agree with Tricia--everyone should know the SciGirls strategies (and be able to implement them/demonstrate them too)

Suzi Taylor, Montana: We have been inclusive about having men as board members, speakers, mini-grant awardees, etc. but I think I could do more to make sure they know they can participate

Tracey Zelden: Suzi, same here. As I am reflecting and reading other responses, I am wondering how we can get them more in that ally role as opposed to champion