



Splash: Making WAVES Newsletter — Winter

Welcome back to **Splash**, the newsletter for the *Making WAVES* project at UMass Lowell. *Making WAVES* is an initiative to increase diversity of faculty in STEM fields funded by the National Science Foundation ADVANCE Program. The \$3.5 million, five-year grant to UMass Lowell is for an institutional transformation initiative led by the Center for Women & Work.

This winter edition of **Splash** welcomes everyone back to the academic year and focuses on our upcoming events for the semester and includes updates on **Bystander Training**, our **Daily Bias Survey** program, **Campus Climate Survey** results, and the latest in the **50/50 Mentoring Series**. Don't miss this year's nomination deadline for **Departmental Equity Awards**.



Want to Create a

Spring Bystander

More Equitable Work Climate? Become a UML Equity Leader

The UML Faculty Equity Leader Initiative is responsible for the Faculty Bystander Intervention Training currently being offered on campus.

The Equity Leader team currently consists of 9 faculty members from multiple colleges.

- Karoline Evans, Management
- Marina Ruths, Chemistry
- Jessica Garcia, Chemistry
- Meg Sobkowicz-Kline, Plastics Engineering
- Christopher Hansen, Mechanical Engineering
- Xingwei Wang, Electrical and Computer Engineering
- Arthur Mittler, Physics

We are also accepting applications for new Equity Leaders! If you are interested please send an email outlining your interest to Michelle Haynes-Baratz.

Training Begins After the Success of Fall Bystander Training

Bystander intervention training sessions are practical and devoted to building skill in identifying and interrupting instances of microaggressions. This hands-on, two-hour-long training provides opportunities for active learning.

Participants Fall 2018: 63 (42 female, 21 male)

Remaining training dates for Spring 2019:

- Wednesday, February 6, 2019, 9 to 11 a.m., Allen House Room 100
- Monday, February 25, 2019, 2 to 4 p.m., University Crossing 158
- Wednesday, March 14, 2019, 5 to 7 p.m., University Crossing 158
- Friday, April 12, 2019, 9 to 11 a.m., University Crossing 158
- Thursday, April 25, 2019, 9 to 11 a.m., University Crossing 158

There are already 29 people signed up, don't miss out. Sign-up now!



Join the UMass Lowell Faculty Daily Bias Study! Win A Coveted Parking Spot!

The WAVES team is conducting a study about UMass Lowell faculty's experiences with microaggressions – *experienced and/or observed*. By collecting faculty member's daily experiences over the course of a month, this study aims to explore how microaggressions affect faculty's productivity, job satisfaction, and well-being in general.

Full-Time UMass Lowell Faculty of all genders, races/ethnicities, disciplines are welcome to participate!

Participants will be asked to:

- Complete a 20-minute baseline questionnaire on the first day of participation.

- Complete a 2-4 minute daily survey for 30 consecutive days thereafter *an afternoon/evening time that works for you.*
- Be asked to report personal and/or witnessed microaggressions related to your work environment.

You can read more about the study [here](#) or if you have any questions or concerns, please contact the study PI, [Michelle Hayes-Baratz](#).



Subtle Gender Bias Survey 2017 results in!

The Subtle Gender Bias Index (SGBI) was designed to measure the presence and impact of microaggressions experienced by faculty at UMass Lowell, and to examine differences in gender-based experiences of microaggressions. The biannual survey was administered in 2015 and 2017.

The [results](#) show significant differences in key areas by gender and race. For example, female faculty reported more gender bias on campus, more lack of resources and relationships on campus for female faculty, significantly more social identities for which they felt devalued, and feeling devalued more often in university settings than did males.

The SGBI survey will be conducted again in the Summer of 2019. Please be sure to participate in the survey then! For questions relating to the study, please contact [Jill Lohmeier](#).



WAVES 50/50 Lecture to Feature Dr. Deborah Hung of the Broad Institute — "From Bench to Bedside: Perspectives on Infectious Diseases"



Dr. Deborah Hung is a core faculty member of the [Broad Institute](#), where she serves as the co-director of the Infectious Disease and Microbiome Program. She is also an associate professor in the Department of Genetics and the Department of Medicine at Harvard Medical School, where she leads the research at [the Hung Laboratory](#). She is also an associate professor in the Department of Molecular Biology at Massachusetts General Hospital. She holds positions as an infectious disease physician at Brigham and Women's Hospital and Massachusetts General

Hospital and is an attending critical care physician in the Medical Intensive Care

Unit at Brigham and Women's Hospital. She is trained as a physician, chemist, and geneticist.

This 50/50 lecture will be held January 29th, at 3:30, in the ETIC Atrium. Refreshments at 3:00 p.m. UMass Lowell Faculty Host: Dr. Mingdi Yan.

There will be another 50/50 on March 21st, from 3:00 - 5:00 p.m. at Allen House. Save the date.



Awards for Departmental Diversity Efforts

Each year, the WAVES team gives an award to a department that has made significant efforts toward increasing equity and inclusion. Do you work in a department that is particularly inclusive? Have colleagues who do?

Help us get the word out! Applications must be submitted by the department chair and received by March 1st.

Let's celebrate progress. Send in your [nomination](#).



"Certain people — men, of course — discouraged me, saying [science] was not a good career for women. That pushed me even more to persevere." — Françoise



Barré, virologist and winner of the 2008 Nobel Prize in Physiology for Medicine



Have You Been Bitten?

The goal of the WAVES project is to implement interventions to disrupt interpersonal and institutional microaggressions that undermine the productivity and well-being of women STEM faculty.

You can personally assist us in our research by sharing examples of

microaggressions you have experienced personally, or microaggressions you have witnessed.

Share your microaggression stories at [#itooamSTEM](https://twitter.com/itooamSTEM).

