



**THE INSTITUTE FOR THE STUDY AND  
PROMOTION OF RACE AND CULTURE**

## CALL FOR PROPOSALS

The 18<sup>th</sup> Annual Diversity Challenge

# Making Race and Culture Work in the STEM Era: Bringing All People to the Forefront

Sponsored by the Institute for the Study and Promotion of Race and Culture (ISPRC)  
Boston College

**OCTOBER 19-20, 2018**

**Proposal Submission Deadline: [April 23, 2018](#)**

The Institute for the Study and Promotion of Race and Culture at Boston College invites you to join us for the Institute's 17<sup>th</sup> annual national conference in the suburbs of Boston, a city known for its struggles and efforts to address issues of racial and ethnic cultural diversity in U.S. society. The Institute was founded in 2000 at Boston College, under the direction of Dr. Janet E. Helms, to promote the assets and address the societal conflicts associated with race and culture in theory and research, mental health practice, education, business, and society at large. The Institute solicits, designs, and distributes effective interventions with a proactive, practical focus. Each year the Institute addresses a racial or cultural issue that could benefit from a pragmatic, scholarly, or grassroots focus through its Diversity Challenge conference.

**The theme of Diversity Challenge 2018 is Making Race and Culture Work in the STEM Era.**

### Areas of Emphasis:

Mental Health	Racism	Intervention	Public Policy
Discrimination	STEM	Prevention	Mentorship
Education	Arts and Humanities	Migration/Immigration	Out of School Time
Work and Organizational Psych	Academics	Medicine	Ethnic Bias

## Conference Focus

### Making Race and Culture Work in the STEM Era

As the United States continues to promote the advancement of careers in fields related to Science, Technology, Engineering, and Math (STEM), issues of diversity, equity, and inclusion have been virtually ignored. Although STEM-related careers are perhaps the fastest growing high salary jobs in the world, virtually no attention has been given to the racial and cultural characteristics of the people employed in STEM fields or the issues of people who are affected by them. More generally, one must ask whether there is any place in society for people whose talents and abilities lie in other domains. Three areas of concern are education, health, and mental health services, although there may be many more. Each of these areas has been the focus of research and policy that focuses on the content of STEM fields without regard to service needs of people who have been ignored, devalued, or improperly served by an exclusively STEM content focus.

To address the absence of culture as a focus in STEM education, federal and state governments have provided funds to elementary and high schools to work toward increasing the cultural relevance of STEM curricula that address the underrepresentation of marginalized groups in STEM fields. Moreover, interventions such as culturally relevant STEM high schools and STEM-based out-of-school programming have been implemented with varying success. For their part, U.S. colleges and universities have attempted to increase the race-gender diversity within their STEM programs by increasing the enrollment of underrepresented peoples and have had varying long-term success. Asian American men and women have a much higher representation in the fields of study and occupations related to STEM, than Black women who are more likely than White women to select a STEM major. However, White males predominate in STEM education and subsequent occupations.

Missing from virtually all of the STEM educational interventions is a focus on the racial-cultural-gender experiences of the groups who are not White males. Diversifying interests in STEM requires examining why some race-gender groups thrive in STEM contexts while others do not. In STEM-related work settings, more attention is needed to address questions of why people of Color and White women face interpersonal, professional, and financial discrimination in the workplace, as well as how they cope with their specific experiences of discrimination. Issues raised by people of Color in STEM occupations include limited access to informal and formal social networks, few promotions, and lack of advancement opportunities. Culturally responsive research and interventions would assist employers, practitioners, and human resources professionals in recognizing and addressing workplace advantages and disadvantages.

Behavioral and social sciences and humanities professions can be helpful to STEM disciplines in recognizing and addressing people issues. The technologizing of the practice of medicine through IBM's Watson and other forms of computing in hospitals threatens to make service delivery even less sensitive to the patient racial and cultural dynamics that contribute to positive health outcomes. Specialists in the psychology of race and ethnic culture have provided race-culture responsive training to service providers at all levels. Artists have helped STEM fields become person centered by using their creativity to make products more visually and aurally stimulating. Although STEM advancements have far reaching implications for improving the lives of humans in a variety of aspects of society, ignoring or devaluing the contributions of non-STEM people and disciplines threatens to make us a society fit only for robots.

We envision an interdisciplinary forum in which researchers, practitioners, educators, government officials, and social activists explore a variety of perspectives and issues and interact with each other while addressing mutual concerns related to race, ethnic culture, and STEM defined in various ways. We invite proposals from any discipline that addresses some aspect of making race and ethnic culture work in the STEM era. "Work" is broadly defined to include preparation for and involvement in STEM disciplines as well as making STEM function for all people.

Potential areas of interest related to education are out-of-school time programming, culturally responsive mentorship, and bias in the education system. Policy focuses might include the influence of technology in communities of color, and work-force bias in STEM fields with respect to the intersections of gender, race, and ethnicity and its effects on global markets, immigration, and STEM demands. Especially welcome are mental health and education interventions intended to reduce the effects of injustice or promote social justice among individuals, communities, or systems.

Presentations should focus on developments in research, professional practice, education, community activities, or activism pertaining to race or ethnic culture and STEM. Creative conceptual papers and models are encouraged. Our goal is to stimulate dialogue and action with respect to racial or ethnic cultural factors as they pertain to STEM. Strongest consideration will be given to proposals that focus directly on the 2018 Diversity Challenge theme, "Making Race and Culture Work in the STEM Era: Bringing All People to the Forefront."

## Suggestions for Proposals

Although many topics are germane to the Diversity Challenge theme, some examples that merit an explicit racial or ethnic cultural focus are:

- School-based interventions to address out of school factors that affect educational outcomes in STEM
- Effects of racism and ethnoviolence in STEM education and professions
- Diversity or culturally responsive training for STEM professionals
- Training teachers to attend to biases and counter-STEM expectations as they pertain to themselves and their students
- After or out-of-school programs addressing issues in education equality within the STEM field
- Integration of the Arts and Humanities into STEM fields
- Research investigating the STEM experiences of women
- Use of racial or ethnic theories to develop social justice interventions
- Implications of racial and/or ethnic segregation patterns within STEM fields
- Investigations of families' racial/cultural socialization practices on their children's interest in STEM
- Racially-Culturally responsive evaluation of school systems, teachers, and administrators
- Examinations of critical or anti-racist curricula and their outcomes
- Research on cultural and social capital and how it impacts career progression
- Attention to racial or cultural influences on STEM in the global market
- Impact of the improving technologies on job satisfaction and security
- Biases or discrimination in algorithmic decision models and video-game or computer technology

## Conference Program Formats

**Workshop** (90 minutes) - An intensive presentation intended to share specific research, educational practices, social policy, or mental health experiences and/or skills, or empirically based knowledge about racial and cultural factors in treatment, research, and policy with an interactive and experiential focus.

**Symposium Panel** (90 minutes) - Three to five participants present individual papers with a shared racial and cultural theme from different perspectives. Symposium proposals typically have a chair and discussant.

**Individual Presentation** (15 to 30 minutes) - Formal presentation of theoretical, practical, policy issues, or research related to program development, mental health issues, community and school initiatives, and overcoming systemic barriers as experienced by individuals of all ages. Papers may be grouped together around similar themes by the conference organizers. Typically, 3-4 presentations will share a 90 minute block.

**Structured Discussion** (45 minutes) - Conveners present a theme relating to some aspect of racial or cultural factors and facilitate group discussions intended to generate new ideas and solve related problems. Structured Discussions (SD) may be paired with another SD with a similar theme and share the 90 minute block.

**Poster** - Presenters display information with a racial or ethnic cultural focus intended to share information, interventions or research skills, or other experiences relevant to racial or cultural dynamics.

- **Please Note:** All accepted presenters must register and pay for the conference by September 19, 2018 to be included in the conference program and receive Early Bird registration rates.
- For queries, including submission questions, registration and other administrative issues, please email [isprc@bc.edu](mailto:isprc@bc.edu)
- For up-to-date information about the Challenge, visit our website [www.bc.edu/isprc](http://www.bc.edu/isprc)
- Follow us on Facebook: <https://www.facebook.com/pages/Institute-for-the-Study-and-Promotion-of-Race-and-Culture/109955092653>



Boston College  
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18<sup>th</sup> Annual Diversity Challenge  
October 19-20, 2018

## General Submission Requirements

You may submit up to two proposals as the first author.

*In order to ensure anonymity during the review process, please identify presenters and institutions only on the proposal cover sheet.*

1. Proposal Cover Sheet - See presentation format specific guidelines for cover sheet.  
**Please include the name and email address for EACH presenter who will be attending the conference.** Do not include authors who are not planning to attend the conference. Names should not be included on the proposal document or abstract in order to ensure an anonymous review.
2. Proposal – A 500-word overview or summary that includes:
  - Title
  - Program format
  - Purpose, goals, and objectives
  - Methodology, conclusions, and/or questions raised
  - Structure of presentation
3. Program Abstract - A 50-word synopsis to appear in the program
4. Conference Proceedings Abstract - A 120-word APA style abstract to be published in the official conference proceedings

**Note: Proposals will only be considered once all materials are received.**

## Submission Options

Option 1. (Most common method) - Use the online proposal submission form found on our website. [www.bc.edu/isprc](http://www.bc.edu/isprc).  
Please Note: You will be asked to attach your proposal document and abstracts to the submission form. **Only the Primary Presenter will be notified via email upon receipt and after proposal review.**

Option 2. Download the proposal submission form from our website: [www.bc.edu/isprc](http://www.bc.edu/isprc). Email completed form with proposal document and abstracts to our email address: [isprc@bc.edu](mailto:isprc@bc.edu).

**Proposals should be submitted by April 23, 2018**

## Proposal Review and Selection Process

An anonymous review of conference proposals will be conducted by a minimum of two reviewers. Notification of acceptance or non-acceptance will be sent in late June, 2018 via email to the Primary Presenter. **You must submit your email address with your proposal.** Proposals will be reviewed on the basis of quality and contribution to the study of race and culture with particular consideration given to proposals focusing on this year's theme: Making Race and Culture Work in the STEM Era.