Cultivating Your Voice & Banishing Your Inner Impostor

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Workshop Goal:
This highly interactive workshop focuses on discovering and cultivating your voice in STEMM. The workshop addresses factors that influence communication, including unconscious bias, gender stereotypes, and the imposter phenomenon. It is not about changing you, it is about making informed and empowered choices, and shining a light on a broken and biased system. Participants discuss when our inner impostor might surface and affect our communication strategy. We talk about institutional bias in STEMM and how this can manifest throughout our career. Finally, participants will brainstorm and discuss ways in which they can recognize bias, stereotypes, and their inner impostor and make decisions around it; as well as advocate for institutional change to address systematic and cultural bias in STEM.

I. More About Impostor Syndrome
"Unmasking the Impostor" by Karen Kaplan (Nature 2009)
"Banishing Impostor Syndrome" by Andrea Zellner (gradhacker 2011)
“How to manage your inner critic” by FullPotentialLabs.com
“Stop Telling Women They Have Imposter Syndrome” (HBR 2021) hbr.org/2021/02/stop-telling-women-they-have-imposter-syndrome

People who experience the Impostor Phenomenon often feel that their achievements are not a result of their competence, despite meeting or exceeding external standards. They feel like a fraud.

II. How can it affect your COMMUNICATION? Or your CAREER?
*Salaries and Benefits! Do you negotiate?
*Networking
*Promotions or not applying for that job
*Awards & Recognition
*Publications and productivity
*Speaking up or participating in meetings
*Is your perfectionist holding you back?

III. What can we do about it??
*Understand societal, institutional and your own implicit bias
*Advocate for institutional change
*Fake it 'til you make it = be confident
*Reframe how you think about failure
*Celebrate your successes
*Record yourself & practice speaking
*Get mentors & a support network
*Advocate for yourself and others
*Use active language and stories

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IV. What can institutions do to address systemic bias?
*Integrate unconscious bias training into the fabric of hiring, admissions, performance management, and promotion & tenure decisions
*Establish male advocates and allies programming (www.ndsu.edu/forward/advocates_and_allies/)
*Undergo diversity, equity, & inclusion strategic planning efforts, ensure that the plan is actionable and measurable

Other resources from the workshop:
*Take the Harvard Implicit Association Test https://implicit.harvard.edu
*Use the gender bias calculator when writing recommendations about people www.tomforth.co.uk/genderbias/
*NASEM report on sexual harassment of women in STEMM www.nationalacademies.org/our-work/sexual-harassment-in-academia
*NASEM report on effective mentoring www.nationalacademies.org/our-work/the-science-of-effective-mentoring-in-stemm

Host more workshops with us!
Mitigating Microaggressions
+ a series of monthly follow up practice activities, ideal for a learning community or a standing group meeting
Minimizing Implicit Bias
+ monthly follow up practice activities
Hiring Excellence
Workshop for hiring committees, plus guidance for leadership & HR
Cultivating Inclusive Research/lab group culture
+ a series of monthly follow up practice activities
Minimizing Unconscious Bias in Applicant Review (especially undergraduate, graduate, awards)
Successful DEI plans for proposals (primary exp with NSF, USDA)
Amplifying Your Voice & Communicating with Impact
Storytelling for Science Workshop
Individual Communication Coaching (presentations, media interviews, job materials, interviews, etc.)

“Perceptions of Stereotypes Applied to Women Who Publicly Communicate their STEM Work” Nature Humanities & Social Sciences (2020)