

CHARRETTE AGENDA

DAY 1 (DEC. 01 - 2:00 - 6:00 PM EASTERN)

- Welcome (*Introduction & Meeting Goals*)
- Meeting Norms, Expectations & Definitions
- **Keynote Presentation:** Dr. Treda Grayson; Theme: *Giving hope for what we are doing and where we are going*
- Breakout Session (*connecting with other attendees*)

OBJECTIVE:

Identify who is actively engaged in diversity, equity, inclusion and justice internship/fellowship and conference programming.

Break

- Featured Panel Discussion: *“Where we want to go, what isn’t working, and why change is hard”*
(*Perspectives from funders, early career professionals, and academic faculty*)
- Facilitated Reflection (*large group discussion*)

Break

- Breakout Session (*facilitated small group reflection*)
- Report Out (*sharing highlights from breakout session*)
- Next Steps (*preparing for Day 2 and end-of-day survey*)

DAY 2 (DEC. 15 - 2:00 - 6:00 PM EASTERN)

- Welcome (*recap of Day 1 & summary of current best practices*)

OBJECTIVE:

Understand best practices currently being implemented in the COM science enterprise (internship, fellowship, and DEIJ conference activities).

- **Keynote Presentation:** Catalina Martinez; Theme: *Recognizing what isn’t working, barriers that must be addressed*
- Breakout Session (*facilitated small group reflection*)

Break

- Featured Panel Discussion: *“Institutional changes required to address existing barriers and challenges faced by historically marginalized and excluded students”*

OBJECTIVE:

Identify and understand institutional roadblocks (what has not worked and why), highlight challenges and barriers students and early-career professionals face.

- Facilitated Reflection (*large group discussion*)

Break

- Overview of Focus Groups
- Focus Groups: *Recruitment and professional support, Inclusive programing and mentorship, and Flourishing professional workforce*
- Report Out & Recap (*our collective journey*)
- Next Steps & Survey