

View this email in your
browser

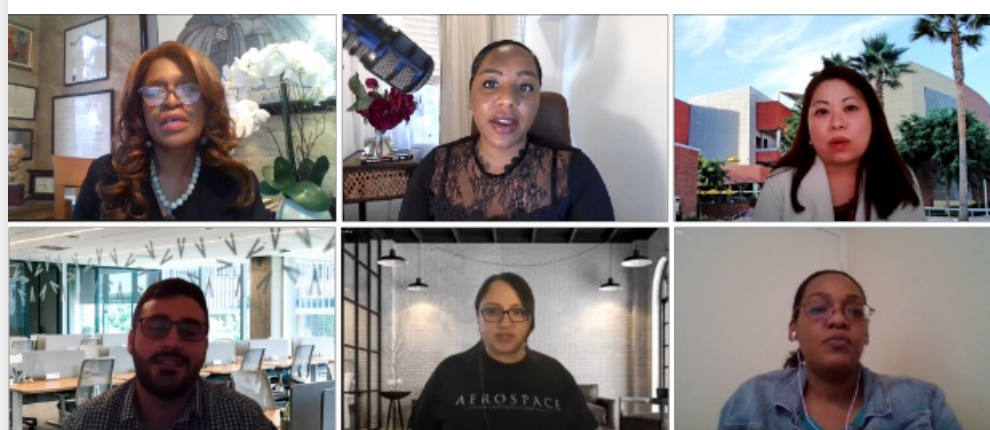


Wishing you a healthy & happy new year!

Thank you for your support in 2020. We appreciate your investment in STEM Advantage Scholars and look forward to sharing their achievements in 2021 and beyond.

To diversify your workforce by hiring diverse talent for internships and entry-level positions, please contact leann@stemadvantage.org.

Workforce of the Future



During our annual Workforce of the Future event on December 9th, we learned how leading organizations reshaped their workplace to support their people during the pandemic and after the killing of George Floyd, and evolved their workforce philosophies and programs. A special thank you to our sponsors Farmers Insurance®, Acorio, Magenic, and Women in Technology Hollywood, and moderators Thomas Phelps, Angela Gardner, Ceren Oney, and Danielle Yamane.

Listen. Learn. Act.

Pamella Raison, Co-Chair of the Diversity and Inclusion Committee for the Office of General Counsel at Farmers Insurance® and Executive Sponsor of the Farmers® Women's Inclusion Network, shared why Farmers has been named a Great Place to Work for the 4th year in a row, and how CEO Jeff Dailey has instilled a culture of caring and compassion for customers, employees, agents and constituents of Farmers throughout the organization. Farmers multilateral approach to talent includes:

- Education, awareness, and support
- Inspiring accountability across the organization to hire diverse talent and vendors
- Engagement at all levels and across the wide-geographical expanse of the Farmers organization
- People first approach, with a focus on authenticity, openness, and a culture of encouraging employees to bring their whole-selves to work – *"it's ok to have children and pets appear on video"* – supported by 10 Employee Resource Groups (ERG)
- Performance metrics to measure both gender and racial diversity and equity

STEM Advantage alumni Karina Martinez, Software Engineer at The Aerospace Corporation, Abanoub Ghaly, Consultant at Accenture, and Alena Rose, Compliance Manager at AT&T, shared their experiences and thoughts. Key takeaways:

- To attract diverse talent, it is important to look beyond GPAs. Many diverse students did not have top GPAs while in high school. They faced issues at home and school that affected their GPA in ways many find hard to discuss. In college, most work full-time while taking classes, often affecting grades and limiting participation in clubs. Yet they are smart and talented. They need recruiters and hiring managers to give them an opportunity to realize their potential.
- To retain diverse talent, employee resource groups and open conversations on critical issues make a difference. Employees want to be heard and appreciate when leadership listens and acts upon their concerns and recommendations.
- To achieve diversity at middle and upper-level management ranks, it is important to support and sponsor diverse talent beyond their first promotion. For example, after Karina was promoted, her Director asked, ok so what are your next goals? He believes in her, which motivates her to push herself.

Christina Shareef, Head of Diversity, Inclusion & Belonging at Reddit, whose mission is to bring community and belonging to the world, shared how they are evolving their workforce.

- To build a diverse workforce that is as diverse as Reddit's ecosystem of communities and users, they only submit diverse slates of candidates to hiring managers and use diverse hiring panels. Plus, they ask candidates to talk to someone in an ERG to understand what it is like to be Black at Reddit, for example.
- To retain top talent, Reddit eliminated geographically based salaries and is paying workers the same rates across the U.S. They anticipate this will give them a hiring edge as people have flexibility to live where they want, while increasing diversity.

Tosha Pham, Chief Information Officer at Cal State LA, shared how the campus transitioned to online learning, including adding 10,000 Zoom licenses and providing Zoom telehealth licenses to their health professionals along with other resources to support the mental health and well-being of their students. They dispersed over \$20 million in emergency financial aid grants to nearly 30,000 students and purchased over 2500 laptops and 2500 hotspots.

Please join us for more Thought Leadership events in 2021.



Cindy McKenzie named SIM Leader of the Year!

In 2012 we formed STEM Advantage to mentor, prepare and inspire women and underserved communities to pursue STEM careers. It is hard to think of a more inspiring leader and role model than Cindy McKenzie, our co-founder and an extraordinary CIO, who was honored with a **Society for Information Management (SIM) Leader of the Year Award!**

Cindy has built a stellar reputation among her peers and leverages her platform as a passionate promoter of **STEM Advantage** to open career opportunities to our next generation of IT leaders.

We are honored to have Cindy and other outstanding leaders serve on our Board of Directors and Advisory Board.

STEM Advantage is a proven pipeline for diverse STEM talent. 100% of your tax-deductible gift funds STEM Advantage Scholars, who are mostly low-income, first-generation college students, attending California State University (CSU), the largest and most ethnically diverse four-year public university system in the nation.

[DONATE NOW](#)

For more information, please contact leeann@stemadvantage.org

Follow us on social media!



[Click to edit Email Preferences](#) or [Unsubscribe from this list](#).

STEM Advantage
117 22nd Street
Huntington Beach, CA 92648 - USA