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STEM ADVANTAGE

ADVANCING EQUITY THROUGH EDUCATION

April 2021 Newsletter

Career Pathways for Black STEM Professionals: Getting Beyond the Starting Gate



A graphic featuring portraits of six panelists and logos for sponsors. The panelists are arranged in two rows of four. The sponsors are arranged in a row below the panelists, categorized by Diamond, Platinum, Gold, and Bronze.

Diamond Sponsor	Platinum Sponsor	Gold Sponsors	Bronze Sponsor
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Thank you to panelists Darrell Booker, Derek Cotton, Vanessa Dotson and Tye Welch, and co-moderators Board member Dr. Lynda Murray-Thomas and STEM Advantage Scholar Darrielle Carrington for making our Thought Leadership event on April 13 a great success.

A special thank you to sponsors: Farmers Insurance, Accenture, Laserfiche, Microsoft, and Amazon Web Services (AWS).

Panelists shared how to navigate "always being the only" ... the only female, the only Black, the only Black female. Takeaways from their experiences and advice:

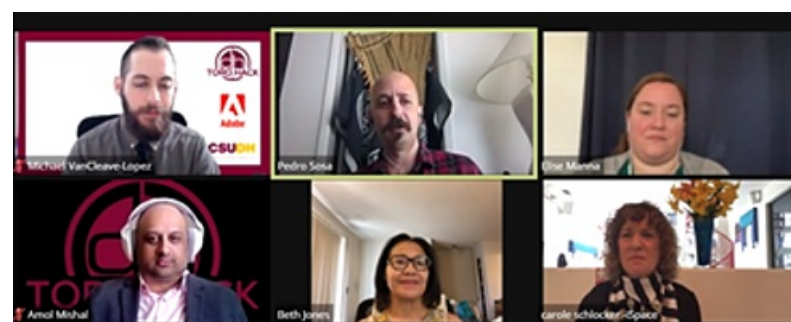
- Luck is what happens when preparation meets opportunity
- Sometimes you need to chase the opportunity versus the money
- Stay focused on your goal(s)
- Build your brand
- Have a mentor/coach and be a mentor. Share what you have learned and bring others with you
- Find a sponsor
- Do not be too proud to ask for help and engage other people for support
- Network (even if it is uncomfortable) and build your network beyond your immediate colleagues/company through conferences and organizations like STEM Advantage
- Have a passion for what you are doing. Do not just do a job or career because you are following what someone else is doing or feel stuck in a job
- If you are diverse and working some place that does not value you, then go to a company that values diversity and what you bring to the table, and do not be afraid to speak up
- Be an ally – reach out and engage others, listen to what they are saying and help them get to where they want to go
- It is not enough to attract diverse talent, companies also need to invest time and money and be purposeful to retain diverse talent
- Leaders need to give diverse people a seat at the table! Or speak up to your leaders to ensure inclusivity and diversity are a priority at all levels.

The panel resonated with our attendees, both professionals and scholars:

I am very thankful for the advice, the conversations, and the insight. This session has been very inspirational.

Thank you for a very informative panel. The personal and professional journeys provide powerful examples of grit and excellence as everyday practices.

Cal State Dominguez Hills' annual ToroHack Security conference



Cal State Dominguez Hills' annual ToroHack Security conference was held on April 17. STEM Advantage was honored to present two panels. Thank you to our panelists, who shared their experiences and advice.

Security Careers panel:

- Beth Jones, Senior Advisor in Cybersecurity at Southern California Edison
- Elise Manna, Director of Threat Operations at Novacoast
- Amol Mishal, Security Consulting Senior Analyst at Accenture
- Peter Nguyen, Information Security Engineer at Synergis. STEM Advantage alumnus
- Pedro Sosa, Penetration Tester at Novacoast
- Moderator: Carole Schlocker, iSpace. STEM Advantage Board member

Women in STEM panel:

- Anita Ashong, Director of Information Security at Farmers Insurance
- Claudia Puente, SOC 1 Manager at Novacoast
- Danielle Yamane, Information Security Engineer at The Trade Desk. STEM Advantage alumna
- Airrion Young, Senior Analyst at Warner Bros. STEM Advantage alumna
- Moderator: Lee Ann Kline, President & Founder, STEM Advantage

Thank you to Cyber Security Club President and STEM Advantage Scholar Mohammad Alsheyab for inviting STEM Advantage to participate.



**Los Angeles Business Journal honored STEM Advantage as
Diversity, Inclusion + Equity Nonprofit of the Year**

STEM Advantage mentors, prepares and inspires women and underserved communities to pursue STEM careers. Talent is equally distributed, but opportunity is not. We provide economic and social mobility to underserved groups, while providing a vetted pipeline of diverse talent to businesses. 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.

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