

# A Future for Everyone

Annual Conference & AGM | February 22, 23 & 24, 2022

Virtual Event Online • #STAN2022 #RSST2022

This year's STAN Conference, *A Future for Everyone*, will be an opportunity to network and to reflect, imagine, and build together. The goals of the Conference are to build relationships with our peers, imagine future possibilities for our common work, and reflect on the impacts of our work on systemic issues. We hope to promote awareness, so conversations stay alive.

This is a great opportunity to connect with your STEAM peers, learn from each other, and form partnerships.

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**Thank you to our sponsors, partners, and volunteers!**



## Day 1: February 22, 2022

All times listed in Eastern Standard Time

### Word of welcome & Land Acknowledgement

### Networking: Meet Your Fellow STAN Members

#### Lead and moderated by STAN Board

After briefly laying down the ground rules, we will be shuffling participants into small breakout groups of about 3 or 4 people. You will have about 5 minutes to introduce yourselves and what brings you to the Conference and exchange information before we reshuffle you into new rooms, with new people. Later, you can reconnect with your peers on the STAN Conference Slack channels or catch up in one of the mini networking sessions following our presentations.

Not sure what more to discuss? Try answering some of these questions:

- What are you most proud of in the past year?
- Share a time you have been resilient in the past year.
- How have you adapted to working and living while social distancing?
- What are you enjoying most about your job right now, and why?
- What is something unexpected you have learned or done in the past month/year?

[Join us on Slack!](#)

Chat with other delegates at the Conference

[https://join.slack.com/t/stanrsstoonfe-qo92427/shared\\_invite/zt-13u9xx0xd-Tc1FBnNcw10P5vrfQ9-olQ](https://join.slack.com/t/stanrsstoonfe-qo92427/shared_invite/zt-13u9xx0xd-Tc1FBnNcw10P5vrfQ9-olQ)

10:30 –  
12:00

### Annual General Meeting

If you are an active member of STAN, your presence is requested to help move forward the STAN agenda. Register separately online.

12:30 –  
12:50

### Hiring for Merit, Hiring for Diversity – Keynote

What is diversity hiring? There is a sense of confusion amongst HR professionals and companies in general, “do we compromise on merit for diversity or vice-versa?” This confusion is unproductive at best and harmful at worst not only to the companies and individuals who harbour them but also to the talented professionals to be hired.

Let's discover the nature of diversity hiring and bust some myths about the practice.

13:00 –  
14:00

Keynote



**Deepak Kashyap**

Diversity, Equity and Inclusion Professional

Followed by open networking on the STAN Zoom account

## Day 2: February 23, 2022

All times listed in Eastern Standard Time

10:30 Check-in | Coffee & Open Chat

### Beyond Science Literacy – Exploring Science Capital

11:00 –  
12:00

Panel

*Science literacy is well-known and researched but it falls short when trying to understand a person's aspirations and involvement in science. This is why the concept of science capital is gaining profile and use. Science capital is framed around 8 key dimensions - one of which is science literacy.*

*Explore the concept of Science Capital from a variety of perspectives and join in the discussion regarding the value of science capital to the STAN network, in the STEM sector in a Canadian context.*

#### SPEAKERS

JANETTE BULKAN

DEANNA BURGART

SANDRA CORBEIL

LEROY CLARKE

DR WANJA GITARI



Followed by open networking on the STAN Zoom account

13:00 –  
14:30

### BIPOC in STEM Spaces – How do we build a more inclusive space for us?

Moderated by Helen Yip

*Do you identify as being racialized or are you a newcomer or recent immigrant to Canada? Join us in this fireside chat where BIPOC STEM professionals will talk about their perspectives and lived experiences as it relates to pursuing a career in STEM. We invite participants to join in on the conversation to add their perspectives and lived experiences as well. To better understand the needs and barriers racialized, newcomer/immigrant communities have, experiences shared will be used to inform an upcoming project designed to help female newcomers to Canada see STEM as a viable career path. If you identify as a racialized individual, newcomer, or immigrant to Canada we invite you to share your voice as part of this conversational focus group.*



#### PANELISTS

ANGELA MAMUDU

SAMIHA SAJIDA

Followed by open networking on the STAN Zoom account

10:30 Check-in | Coffee & Open Chat



**Digital Science Communication: Background, Barriers and Battleplan**  
**WISEST - Women in Scholarship, Engineering, Science and Technology**

11:00 –  
12:00  
**Panel**

*In this session, we will provide background as to why the lack of diversity in Digital Science Communication (DSC) is an emerging barrier. We will tackle some of the challenges faced when embracing this way of communicating and give strategies to improve your own digital science presence. This session aims to engage young professionals who are just beginning their journey in the STEM fields through to seasoned professionals who are looking to find new and innovative ways to increase visible diversity in STEM through social media.*



**SPEAKER HELEN YIP**

**Followed by open networking on the STAN Zoom account**

13:00 –  
14:15  
**Panel**

**Innovative Methods to build and improve science literacy in youth and adults**

*This session will showcase innovative tools and strategies to build and improve science literacy among youth and adults. The COVID-19 pandemic has exposed the low levels of science and media literacy in our populations. This has consequently contributed to a significant increase in misinformation and conspiracy theories surrounding public health and science that threaten the health and safety of Canadians. The tools that will be covered in this panel are gaming and humour, social media, and the need of IDEA (Inclusive, diverse, equitable and accessible) incorporated into STEM education.*

**SPEAKERS**

- KRISHANA SANKAR**
- ANTHONY MORGAN**
- AINSLEY LATOUR**
- JON FARROW**



**Followed by open networking on the STAN Zoom account**



# Meet the Speakers

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**Deepak Kashyap** (He/Him) is a diversity, equity, and inclusion professional with a focus on corporate wellness and emotional wellbeing of the organization. Deepak is a trained Counseling therapist. He has over 11 years of experience spanning 4 countries and several different cultural and professional contexts.

He is part of The Outstanding Speakers Bureau of India. He holds a master's degree in the Psychology of Education from the University of Bristol, UK. He has been formally trained in the MBCT at the summer school program at the Oxford Mindfulness Centre at the University of Oxford, England. He has conducted over 300 workshops in India, Dubai, the United States, the United Kingdom, Europe, and Canada on various DEIB and emotional wellbeing projects. His expertise lies in developing and delivering programs for organizational Diversity, Inclusion, Equity and Belongingness training programs, anti-racism and anti-oppression frameworks, and LGBTQ2S+ leadership and rights activism. Deepak is known for his "Building Bridges" approach to professional and social inclusion. Deepak has developed and delivered programs like Employee Emotional First-aid, Hiring for Merit and Diversity, D&I 101 – Busting the Myths around DEIB practices, Productivity and Mental Health During the Pandemic, Working From Home: The New Normal, Unconscious Bias, Safe and Respectful Work Environment, Psychological Safety at Work Effective Vs Performative Allyship, Making Workplaces more Welcoming

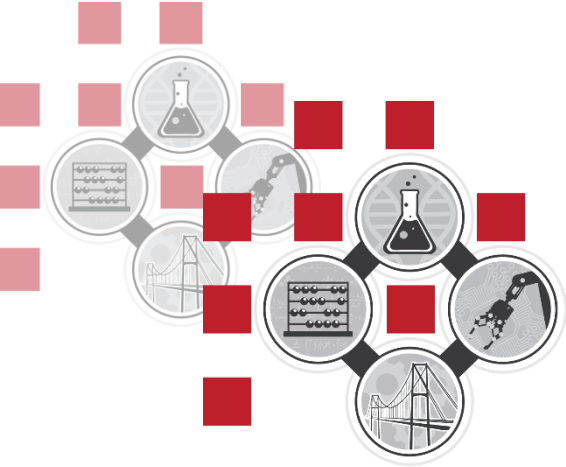


of the LGBTQ2S+ Employees Beyond Just the Pride Month, Emotional Skills for Feminism, Distinctions between Social Justice Warriors/Workers, Squaring Up Meritocracy and Privilege Myths and many such seminal pieces for workplace safety and equity. Deepak was India's first openly gay television co-host.

He is a published columnist in national newspapers and magazines and writes about issues related to sex, mental health, relationships, and emotional disturbances. He has appeared on various national and international news channels, talk shows, and debates, radio and newspapers, discussing emotional health and sexuality issues. Deepak is a member of the Ontario Association of Mental Health Practitioners (OAMHP) and the Canadian Counselling and Psychotherapy Association (CCPA).



**Janette Bulkan** is an Associate Professor in the Department of Forest Resources Management in the Faculty of Forestry, University of British Columbia. She carries out participatory collaborative research, and has published with, Indigenous Peoples and Local Communities (IPLC) in Guyana, Suriname, Perú and British Columbia, Canada. She investigates new forms of enclosures, both de jure and de facto, often mediated by the power of the State and its allies, and their generally negative repercussions on IPLCs, customary rights, Traditional Ecological Knowledges and the global society. Those enclosures are often not about the territory itself but about proprietary access to the natural resource or associated intangible products and services that are often incorporated into complex anastomosing supply chains.



**Deanna Burgart** P.Eng, CET is a Cree-Dene-Irish Senior Instructor and Teaching Chair in the Schulich School of Engineering focused on weaving Indigenous knowledge and perspectives in engineering. She brings over 20 years of experience in energy and pipelines and is passionate about the United Nations Sustainable Development Goals and United Nations Declaration of Rights of Indigenous People. She helps STEAM (Science, Technology, Engineering, Arts and Math) focused organizations and educators operationalize Indigenous inclusion and work towards a more just, equitable and diverse sustainable future.



**Sandra Corbeil** is currently the Director of Strategic Partnerships and Networks for Ingenium - Canada's museums of science and innovation. At Ingenium she uses her 20+ years of working in science centres and museums to contribute to projects of national scope. Sandra is a leader in building collaboration and a passionate activist for the equity, diversity and inclusion in STEM.



**Leroy Clarke, Ph.D., OCT** Leroy is Founder, President and Executive Director of e-CAMP MENTORing, a Canadian federally registered not-for-profit agency focused on mentoring, training and coaching youth for success. He is also Co-Founding Director and Vice-President of the Centre for Rehabilitation and Health Services (CREHS) Inc. Dr. Clarke has a passionate goal to see a sustainable, equitable and inclusive Canadian STEM Trades and Professions Pipeline. He is convinced that investing in our youth is investing in the future of our local and global communities.



**Dr. Wanja Gitari** is an associate professor of science education at the University of Toronto. She is affiliated with the Institute for the Study of University Pedagogy (ISUP) in Mississauga (UTM) and the Department of Curriculum, Teaching and Learning at the Ontario Institute for Studies in Education (OISE/UT). She worked at the Transitional year Programme (TYP) for several years before moving to ISUP. Professor Gitari's research investigates the relationship between certain elements of everyday knowledge of natural phenomena and science pedagogy. The overall goal in her research and teaching is to inquire into and engage with the broad problem of equity and access in academic science in relation to students from traditionally under-represented and underachieving communities. Her courses reflect several themes that also form the basis of her research program: access and equity, global experiences of science; inclusive and effective pedagogy; and appropriation (and application) of school science in non-school contexts.



**Helen Yip** is the Outreach Coordinator at WISEST (Women in Scholarship, Engineering, Science and Technology). She designs and executes community programs that effectively target underrepresented groups in hopes of creating a more inclusive STEM space. She also manages all of the WISEST social media channels as well as curates the monthly newsletter that helps connect students, educators and parents to STEM opportunities and resources.





**Angela Mamudu** is a process operations personnel with over seven years of experience in process design, plant operation, process optimization, process safety implementation, project development, equipment maintenance, and project management. After several years of working with Nigeria Petroleum downstream companies, namely Shell Nigeria Gas, Warri Refinery & Petrochemical Company (WRPC), and NLNG Centre of Gas Refining and Petrochemical, she decided to further her career in Research and Development

At Covenant University, Nigeria, she was a lecturer in the Chemical and Petroleum Engineering Department. She taught Polymer Processing & Engineering, Petroleum Engineering & Petrochemical Technology, Unit Operations, and Principles of Plant Design. She was also the Petroleum Refining Research cluster group coordinator whose research objectives and projects are centered on catalyst synthesis and process optimization for various crude oil refining methods.

Although she has served in various leadership positions, a core one was the financial secretary of the Association of Professional Women Engineers of Nigeria (APWEN) ota chapter for two years. She was involved in organizing programs that encourage young girls in high schools and colleagues to venture into engineering as a career and advocate for more female representation in STEM courses. Educational wise, she has a doctorate in Chemical Engineering from the University of Port Harcourt, Nigeria, a master's degree in Oil and Gas Engineering from the University of Aberdeen Scotland, a bachelor degree in Chemical Engineering from Covenant University, Nigeria, and a certificate in Oil & Gas Industry Operation and Markets from Duke University, United States.



**Samiha Sajida** graduated with a BSc. in Honors Neuroscience in June 2021 from the University of Alberta and is subsequently pursuing a BA in History from Queen's University. She is also currently completing the Diagnostic Medical Laboratory Assisting program from NAIT. Samiha has extensive clinical research experience in Neurosurgery and Biomedical Engineering, including a second authorship on a publication exploring surgical outcomes in trigeminal neuralgia patients and an honors thesis on motoneuron dysfunction in children with cerebral palsy. In June 2021, she was awarded an AHS summer studentship to conduct public health policy research and analysis for the Neurosciences, Rehabilitation and Vision Strategic Clinical Network (NRV SCN) Scientific Office. Some of her extracurricular activities include volunteer teaching ESL to newcomers, being a senior mentor in the WISEST Youth Council and running her academic tutoring business. In her free time, Samiha loves to sing, paint, create knitted and crocheted crafts, and read all the murder mysteries she can get her hands on.



**Krishana Sankar** is a trained Cellular and Molecular Biological Scientist, with over 10 years of experience in Biological Research. She received her Hons. BSc. and PhD from the Faculty of Medicine at the University of Toronto. Experienced and sought after Science Communicator with strong media skills, having presented and talked at over 100 national and international conferences, webinars, panels and events.

Experienced Workshop Facilitator with a demonstrated history of working in the pharmaceuticals industry. She is a founder and leader of several grassroots initiatives, with the

aim of closing gaps and serving the academic trainee community and underserved communities.

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**Anthony Morgan** developer, creator, and host of engaging live experiences & media to foster critical thinking. He has spent 15+ years studying and working in psychology and science communication, thinking deeply about the most common individual and societal barriers to critical thinking. As an entrepreneur, he has led a team to create, develop and deploy cultural tools designed to address those barriers. As a researcher I study what we can do to reduce polarization around science.

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**Ainsley Latour** is a scientist, educator and researcher with lived experience with hearing loss, and an expert in accessible science education. Ainsley currently serves on the Government of Ontario's Post-Secondary [Accessibility] Standards Development Committee.

Ainsley served as a member of the National Taskforce on the Experience of Graduate Students with Disabilities, and is a published author, having written on the student-supervisor relationship for graduate students with disabilities, and on inclusive education in STEM learning environments. Ainsley's work has been presented at national and international conferences on science and disability, including SciAccess 2019 and 2020, the ISLAND 2020 conference, and the American Association for the Advancement of Science (2018, 2019 and 2021). She is currently conducting research on accessible workplaces for people with disabilities, with a focus on work integrated learning for students and trainees with disabilities.

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Ainsley is a practicing cyto and molecular genetic technologist (MLT) and has a a masters of science in molecular biology.



**Jon Farrow** is a passionate science communicator and writer with an interdisciplinary background in the humanities, biology, physics, and astronomy. He has written, presented, and produced engaging science and technology content for varied audiences in the UK, US, and Canada. Jon is an enthusiastic learner with an infectious curiosity who loves to share what he discovers.

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## STAN Conference Planning Committee

Isabel Deslauriers, Chair

Isabel Deslauriers is the Director, Youth and volunteer engagement, at Let's Talk Science. She oversees volunteered-delivered programming including the Let's Talk Science Outreach program and professional development for the post-secondary STEM students who volunteer through it. Working with volunteers inspire her and she is passionate about making sure that all Canadian audiences are served by science outreach.

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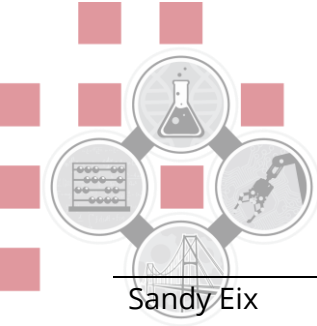
Frédérique Baron

Frédérique is an astrophysicist who is passionate about the search for planets around stars other than the Sun. She has a PhD from the Université de Montréal and now works at the Institute for Research on Exoplanets at the Université de Montréal and the Mont-Mégantic Observatory.

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Leroy Clarke

Leroy is Founder, President and Executive Director of e-CAMP MENTORing, a Canadian federally registered not-for-profit agency focused on mentoring, training and coaching youth for success. He is also Co-Founding Director and Vice-President of the Centre for



Rehabilitation and Health Services (CREHS) Inc. Dr. Clarke has a passionate goal to see a sustainable, equitable and inclusive Canadian STEM Trades and Professions Pipeline. He is convinced that investing in our youth is investing in the future of our local and global communities.

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Sandy Eix

Sandy Eix has been inventing exhibits, programs, and shows at Science World for more than 20 years. Her job lets her play with all sorts of science and share her discoveries with kids of all ages. Some highlights so far include developing exhibitions; running summer camp for teachers; creating resources for preschoolers; training science centre professionals in Turkey; and opening Science World's brand-new Tinkering Space.

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Josephine Tsang

As the Community Engagement Specialist- Energy Sustainability at TELUS Spark (the Calgary Science Centre Society), Josephine leads public programming and partnership development for the Energy Transitions project. She is a proactive influencer and innovator, continuously striving to build relationships between private enterprise, communities, and governments, ultimately strengthening Canada's science and technology culture. With more than 15 years of experience in the chemical and environmental sciences industries, Josephine is determined to show the public that STEAM is for everyone.

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Tracy Walker

Tracy is the Education Programs Lead at the Canadian Light Source, Canada's only synchrotron research facility. The education team focuses on building bridges between science research and science education and is working on understanding how Indigenous ways of knowing and western science processes can work together. She has been involved in education with pre-kindergarten learners and has classroom experience at the elementary, high school, and university levels in addition to the informal science education programs at CLS. Her passion for experiential transformative learning was the subject of research in achieving a Master's of Education degree.

