

New Jersey State Employment and Training Commission
Council on Gender Parity in Labor and Education
7th ANNUAL WOMEN IN SCIENCE & TECHNOLOGY SUMMIT

PATHWAYS TO CHANGE: Advancing Women in STEM

Wednesday, November 12, 2014

8:15 am – 2:30 PM

Agenda

- 8:15 am – 8:45 am** **Registration**
- 8:45am** **Welcome** **Dianne Mills McKay**
- 9:00 am – 10:30 am** **Morning Plenary: “Building a Pipeline of Workers – Data Dashboard of New Jersey Successes”**
Moderator: **Grace Protos, Regional Administrator, USDOL Women’s Bureau**
Panelists: **Marie Barry, Director, Office of Career and Technical Education, New Jersey Department of Education**
 Elizabeth Garlatti, Chief of Staff, New Jersey Higher Education
 Tiffany Smith, Principal Managing Analyst, New Jersey Department of Labor and Workforce Development
- 10:30 am – 10:45 am** **Break**
- 10:45 am – 11:45 am** **Keynote Panel: Angela Guy, Senior Vice President for Diversity and Inclusion, L’Oreal USA**
- 11:45 am – 12:45 pm** **LUNCH “Talking Wall” activity and participant discussion**
- 1:00 pm – 2:30 pm** **Afternoon Panel Breakout Sessions:**
The afternoon sessions will reflect the **three pathways to positive change for women in STEM: employer policy** and practice; **public policy**; and the **workers** themselves.

“Growing Soft Skills”

The New Jersey job market is in crisis. The qualifications sought by employers and the skills employees have are not aligned. New Jersey’s job seekers need technical skills as well as social and interpersonal skills to gain employment and to succeed in the job market. Panelists will provide an overview of the issue from the perspective of women in the STEM workforce, from entry level to leadership positions.

Moderator: Michele Boronkas, Executive Director – SETC
Panelists: Melanie Willoughby, *Acting President, New Jersey Business & Industry Association*
Judy Savage, *Executive Director, New Jersey Council of County Vocational-Technical Schools*
Catherine Kapferer, *Director, Diversity & Inclusion and University Relations, Covance*

“Jobs 2.0 – What’s Needed?”

Careers of today look very different from those ten years ago, especially for women in the STEM fields. In response to both the rapidly changing demographics of the workforce, and the constantly changing skills needed, employers and employees alike are working to figure out answers to what is needed. This session will discuss building and marketing transferrable skills, and how to approach life-long career development which can be responsive to change.

Moderator: Dianne Hartshorn, *President, The Hartshorn Group*
Panelists: Vicki Gatti, *Director of Workforce Development, BioNJ*
Jessie Hunt, *Senior Manager, Procurement, Honeywell International*

“Lean In, Cooperatively”

Women’s advancement to leadership after they have entered the STEM field continues to be an area of challenge. Various public and private entities have taken up this challenge to help women access leadership opportunities, and build the skills they need to make it to the top of the STEM ladder. Panelists in this session will discuss model initiatives that focus on building women’s skills and breaking down barriers to their advancement.

Moderator: Saundra Addison-Britto, *The College of New Jersey*
Panelists: Connie Ellis, *Director, Corporate Leadership Programs, Rutgers Center for Women and Work*
Tessa Anodide, *Program Manager Asc, Lockheed Martin Corporation*

“Developing Our Pipeline”

STEM skills are much broader than originally defined, from cutting an angle in a piece of work, to project managing a scientific study. STEM skills overlap all occupations, and all industries. Ensuring the right training and education programs are primary to developing a pipeline of qualified workers, as is the presence of women in those programs. While there have been tremendous advances in women’s participation in some areas, it is clear that work still needs to be done overall. This session will highlight some of the programs that are working to educate and train women in STEM fields.

Moderator: Sally Nadler, *University Relations Manager, Public Service Enterprise Group*
Panelists: Susan Schultz, *Journey Worker & Instructor, Northeast Regional Council of Carpenters*
Glenda Gracia-Rivera, *Associate Director, Career Equity Resource Center*
Shay Pagare, *Coordinator of Career Equity and Outreach, Raritan Valley Community College*

2:30-2:45 **Closing and Talking Wall Summary**