

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 – 2:45 PM

The Conference Center at Mercer
1200 Old Trenton Road, West Windsor NJ

Program Agenda

- 8:15 – 8:45 AM** **Registration & Breakfast**
(Provided by our sponsors) **ATRIUM**
- 8:45** **Welcome** **Dianne Mills McKay** **AUDITORIUM**
- 9:00 –** **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 (CTE)
Elizabeth Garlatti, Chief of Staff, New Jersey Office of the Secretary of Higher Education
Tiffany Smith, Principal Managing Analyst, New Jersey Department of Labor and Workforce Development
- 10:30** **BREAK**
- 10:45** **How it works:** Introduction of the Talking Wall and the Call to Action.
- 11:00** **Keynote Panel: Women Leaders of L’Oréal USA**
Drawing on their personal experiences as business leaders and advocates of women’s advancement in the field, three leaders from the world’s leading beauty company will give their unique perspectives on Pathways to Change for women in the STEM fields.
Featuring:
Sumita Banerjee Vice President of Talent Recruitment for L’Oréal USA.
Rebecca Caruso Vice President, Communications, Diversity & Inclusion for L’Oréal USA.
Nicole Zukowski Vice President of Manufacturing for L’Oréal USA.

Special guest: *Angela Guy*, Senior Vice President for Diversity and Inclusion, L'Oréal USA.

12:00 LUNCH (Provided by our sponsors) ATRIUM

During lunch, Center for Women and Work research staff will be collecting ideas and concepts for inclusion on the Talking Wall. Each table is also set with discussion prompts for each of the 'Pathways to Change.'

1:00- 2:30 PM Afternoon Breakout Sessions: 2nd floor Breakout Rooms

Breakout sessions elaborate on the three pathways to positive change for women in STEM: employer policy and practice, public policy, and the worker's career and professional development.

Research staffers are assigned to each session for collection of concepts and ideas to include in the Call to Action.

2:30-2:45 Summit Closing and Call to Action Review AUDITORIUM

Breakout Panel Descriptions:

"Growing Soft Skills"

ROOM 215

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.

Panel Moderator: **Michele Boronkas**, Executive Director – SETC

Panel Members: **Melanie Willoughby**, Senior Vice President for Government Affairs at the New Jersey Business & Industry Association (NJBIA)
Judy Savage, Executive Director, New Jersey Council of County Vocational-Technical Schools
Catherine Kapferer, Director, Diversity & Inclusion and University Relations Human Resources, Covance

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“Jobs 2.0 – What’s Needed?”

ROOM 213

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.

Panel Moderator: **Dianne Hartshorn**, President of The Hartshorn Group and Hartshorn Services

Panel Members: **Ann Lee-Jeffs**, Founder, Sustainability Collaborative
Vicki Gaddy, Vice President of Talent Services at BioNJ
Jessie Hunt, Senior Manager, Procurement, Honeywell International

“Lean In, Cooperatively”

Room 214

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.

Panel Moderator: **Saundra Addison-Britto**, Professor, The College of New Jersey & Greater Raritan Workforce Investment Board

Panel Members: **Tessa M. Anodide**, Associate Program Manager Asc, Lockheed Martin Corporation & President, Philadelphia Sect., Society of Women Engineers.
Connie Ellis, Director, Corporate Leadership Programs, Rutgers Center for Women and Work
Michel M. Bitritto, Director, Technology & Entrepreneurship Talent Network, NJIT

“Developing our Pipeline”

ROOM 216

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.

Panel Moderator: **Sally Nadler**, Manager, Workforce Development and Human resources Public Service Enterprise Group

Panel Members: **Susan Schultz**, Journey Worker & Instructor, Northeast Regional Council of Carpenters
Glenda Gracia-Rivera, Associate Director, Career Equity Resource Center
Shay Wadher-Pagare, Coordinator of Career Equity and Outreach, Raritan Valley Community College