

Inclusive STEM group dynamics using an analysis of social identities and intersectionality

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Diversity and inclusion are hot topics across the country at major institutions and companies with data clearly showing that diverse teams lead to stronger outcomes. The STEM disciplines are unique in that many of the groups that are formed have never been trained in the social and psychological sciences on diversity and inclusion. This can lead to “fake civility” or “overly civil” working groups that can stifle how we attack bigger STEM problems and challenges. This active workshop will include discussions on group dynamics and how they form. Audience members will actively dive into their personal social identities and how concepts of intersectionality and privilege affect our work places and working groups. By using these social science models, we can begin to understand how to tackle our complex social and work spaces to embrace diversity and inclusion to push our innovations forward.