University at Buffalo
NAVIGATE Project

**CAL POLY**
SAN LUIS OBISPO

A CASE-BASED TRAINING PROGRAM FOR WOMEN IN STEM

Women will encounter bias in STEM. This training program helps them persist and navigate past career obstacles.

Institutions committed to helping women succeed in STEM careers can now utilize a newly available training program designed to equip women graduate students with the tools to navigate gender-based career bias and discrimination. These free training materials are the outcome of a National Science Foundation (NSF) grant called The NAVIGATE Project, a collaboration between investigators at the University at Buffalo and California Polytechnic State University that aims to increase the number of women STEM graduates who persist in their chosen disciplines and achieve leadership roles. The core of the training program is a set of 10 peer-reviewed case studies that explore issues related to gender-based bias, inequity, and discrimination in the STEM workplace. All of the cases are based on the real-life experiences of women at work.

The cases, along with other training materials, are available for download at www.buffalo.edu/navigate.

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Overcoming barriers to advance women in STEM careers nationwide.	**Equipping women with skills** needed to navigate bias, inequity or discrimination in the workforce.
Applying a case study approach to develop analytical and problem-solving skills.	**Addressing a national priority** to grow and diversify the STEM workforce.

CASES WITH STUDENT PROTAGONISTS
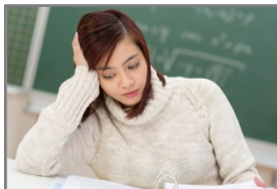
Pei Wu – Running Out of Time

A graduate student is assigned to work in the lab with a male PhD student from a different cultural background who seems to lack respect for her and her career path and may be actively working against her.

Anitta – Based on My Own Merit

Five female friends with diverse backgrounds - three engineering students, and two practicing electrical engineers - discuss intersectional challenges arising from biases they currently face in school and the workplace.
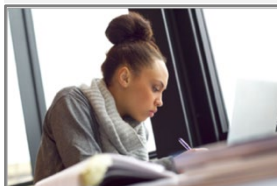

Nadia Spencer – A Confidence Challenge

A PhD civil engineering student contemplates quitting the degree program as her confidence is shaken while working as a TA for a male professor who has created a hostile work environment.

CASES WITH EARLY-CAREER PROTAGONISTS

Ayesha and the Trade Show

A junior engineer who has just returned from representing her company at her first trade show is excited to present her report, but she leaves the meeting confused by her senior director's muted reaction.
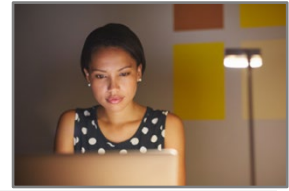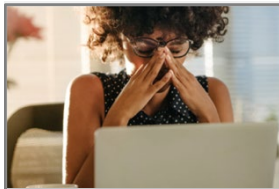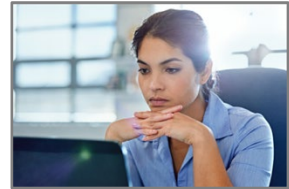

Kaira and the Big Pitch

An early-career engineer is passed over by the CEO of her firm for the lead role in delivering a pitch to a valuable external potential client.

Michelle and the Grant Proposal

An early-career faculty member tries to obtain a letter of support for a grant application from her department chair, but senses that he is reluctant to provide it.

Rachel Frank – Conflicted at Work

An early-career engineer is first befriended by, and then becomes romantically entangled with, a more senior and more powerful colleague at work, leading to a number of conflicts of interest.

CASES WITH MID-CAREER PROTAGONISTS

April and the Promotion Committee

The only female member of a promotion committee struggles to prove that a fellow female faculty member in the department is worthy of promotion to a full professorship.

Brenna McGee – A Balancing Act

A mid-career female academic researcher receives personal advice from an older female faculty member on how to better prepare herself for promotion to full professor that doesn't take into account her work-life balance choices.

Claire King – Overlooked for Promotion?

A mid-career engineer finds her path to promotion to partner at the small, private company where she has worked for 10 years blocked by the existing partners, all of whom are male.