

### Appendix A

**Engendering Success in STEM Outputs**

(Core and Related Publications, Working Papers, Presentations, Media Coverage, & Reports)

#### Peer-Reviewed Publications

(Engendering Success in STEM members in bold, * = HQP, C = Core, R = Related)


<table>
<thead>
<tr>
<th></th>
<th>Author(s)</th>
<th>Title</th>
<th>Journal</th>
<th>doi</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>Hässler, T., Wright, S.C., Ugarte, L. M.</td>
<td>A large-scale test of the link between intergroup contact and support for social change</td>
<td>Nature Human Behaviour, 4, 380-386.</td>
<td>doi:10.1038/s41562-019-0815-z</td>
</tr>
<tr>
<td>24</td>
<td><em>He, J.C.,</em> Côté, S.</td>
<td>Self-insight into emotional and cognitive abilities is not related to higher adjustment</td>
<td>Nature Human Behavior, 3(8), 867-884.</td>
<td>doi:10.1038/s41562-019-0644-0</td>
</tr>
<tr>
<td>28</td>
<td>Kang, S.K., &amp; Kaplan, S.</td>
<td>Working toward gender diversity and inclusion in medicine: Myths and solutions</td>
<td>The Lancet, 393, 579-586.</td>
<td>doi:10.1016/S0140-6736(18)33138-6</td>
</tr>
<tr>
<td>30</td>
<td>LaCosse, J., Canning, E.A., Bowman, N, Murphy, M.C., Logel, C.</td>
<td>A social-belonging intervention improves STEM outcomes for students who speak English as a second language</td>
<td>Science Advances.</td>
<td>doi:10.1126/sciadv.abb6543</td>
</tr>
</tbody>
</table>
### Book Chapters


### Textbooks


### Working Papers, Papers and Books Under Review or in Progress, & Edited Journals


11. **Gonzalez, A., Odic, D., Schmader, T., & Baron, A.** (in prep). Gender stereotypes impair preschool girls’ intuitive number sense. Target: *PLOS one* [Open Access]


Presentations: Invited Talks and Workshops

<table>
<thead>
<tr>
<th>Citation</th>
<th>Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Baron, A.S. - Vancouver, BC, 2017. Are we born racist?. Human Resources. UBC.</td>
<td>Academic</td>
</tr>
<tr>
<td>4 Croft, E. - Melbourne, Australia, August 2018. Women in Leadership &amp; Digital Transformation. CEDA Panel Discussion.</td>
<td>Industry</td>
</tr>
<tr>
<td>9 Bergsieker, H. B. - Oberpfaffenhofen, Germany, November 2019. Implicit bias and inclusion. Invited presentation at German Aerospace Center.</td>
<td>Industry</td>
</tr>
<tr>
<td>10 Bergsieker, H. B., &amp; *Cyr, E. N. - Hamilton, ON, November 2019. Promoting rising STEM motivation: Updates from a randomized control trial to boost gender equity in STEM. Invited talk presented at Summit of the Ontario Network of Women in Engineering.</td>
<td>Partner</td>
</tr>
<tr>
<td>13 Bergsieker, H. - Guelph, ON, April 2018. Connecting network dynamics to inclusion and performance of women in engineering. Invited to talk to University of Guelph engineering faculty.</td>
<td>Partner</td>
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<td>Name(s)</td>
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<td>17</td>
<td>Cyr, E.</td>
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<tr>
<td>18</td>
<td>Cyr, E.</td>
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<tr>
<td>19</td>
<td>Dennehy, T. C.</td>
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<td>20</td>
<td>Dennehy, T. C., &amp; Hughes, C.</td>
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<tr>
<td>21</td>
<td>Dennehy, T. C.</td>
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<td>23</td>
<td>Dennehy, T. C.</td>
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<td>24</td>
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<td>Dennehy, T. C.</td>
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<td>26</td>
<td>Dennehy, T. C.</td>
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<td>Hall, W. M.</td>
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<td>28</td>
<td>Hall, W.M.</td>
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<td>29</td>
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<td>Kang, S.</td>
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<td>31</td>
<td>Kang, S.K.</td>
</tr>
<tr>
<td>39</td>
<td>Page-Gould, E.</td>
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<tr>
<td>Page</td>
<td>Title</td>
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</tr>
<tr>
<td>43</td>
<td>Page-Gould, E. - Toronto, ON, Canada, May 2018. Introduction to Multilevel Models. Invited workshop presented at the University of Toronto Social Science Methods Week, Department of Sociology.</td>
</tr>
<tr>
<td>49</td>
<td>Schmader, T. - Seattle, WA, February 2020. Can implicit bias be tamed in the wild? In an invited symposium on Implicit Bias, Explicit Science at the American Association for the Advancement of Science.</td>
</tr>
<tr>
<td>52</td>
<td>Schmader, T. - New Orleans, Louisiana, April 2018. Identity Safety: Three Routes to Person-Environment Fit. Invited colloquium to the Department of Psychology. Tulane University.</td>
</tr>
<tr>
<td>53</td>
<td>Schmader, T. - Columbus, Ohio, October 2018. Identity Safety: Three Routes to Person-Environment Fit. Invited colloquium to the Social Psychology Program. The Ohio State University.</td>
</tr>
<tr>
<td>54</td>
<td>Schmader, T. - Vancouver, BC. December 2017. Arts Focus on Canadian Census at Gender Bias in STEM. University of British Columbia.</td>
</tr>
<tr>
<td>56</td>
<td>Schmader, T. - Seattle, WA, October 2018. Cracking the culture code: Norms to inclusion and women's success in STEM. Invited talk at the Society of Experimental Social Psychology Groups Preconference.</td>
</tr>
<tr>
<td>62</td>
<td>Schmader, T. - Santa Barbara, California, April 2020. The SAFE Model: Person-Environment Fit and the ‘Choice’ to Self-Segregate. Invited colloquium to the Department of Psychology. UC Santa Barbara. (Cancelled due to COVID-19)</td>
</tr>
<tr>
<td>No.</td>
<td>Author(s)</td>
</tr>
<tr>
<td>-----</td>
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</tr>
<tr>
<td>67</td>
<td>Schmader, T.</td>
</tr>
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<td>71</td>
<td>Schmader, T.</td>
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<td>73</td>
<td>Schmader, T.</td>
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<td>74</td>
<td>Schmader, T.</td>
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<tr>
<td>78</td>
<td>Schmader, T.</td>
</tr>
<tr>
<td>79</td>
<td>Schmader, T., Lee-Garcia, E., Bergsieker, H., &amp; *Dennehy, T.</td>
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<td>80</td>
<td>Schmader, T., &amp; Bergsieker, H.</td>
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<td>81</td>
<td>Schmader, T., Kristiansen, C., Bergsieker, H., &amp; *Dennehy, T.</td>
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<tr>
<td>82</td>
<td>Schmader, T., Kristiansen, C., Bergsieker, H., &amp; *Aday, A.</td>
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<tr>
<td>85</td>
<td>Shannon, L.</td>
</tr>
<tr>
<td>86</td>
<td>Shannon, L.</td>
</tr>
<tr>
<td>87</td>
<td>Shannon, L.</td>
</tr>
<tr>
<td>91</td>
<td>Staub-French, S.</td>
</tr>
</tbody>
</table>
92 Staub-French, S. - Vancouver, BC, May 2019. Mentorship and Beyond: What you can do as an individual, community, and organization to create a more inclusive engineering profession. Engineers & Geoscientists of BC. Partner


97 Wells, M. - Guelph, Ontario, November 2018. Women in STEM – Change the World not the Women. Women in STEM conference at the University of Guelph. Academic


102 Wells, M. - November 2017. How Gender Diversity Can Drive Innovation in the STEM Fields, Hatch. Industry

**Presentations: Conference Talks and Posters to Academic Audiences**


15. *De Souza, L., & Schmader, T. - May 2020. What inhibits male allyship? Examining the influence of (mis)perceptions of other men's beliefs. Presentation accepted to Association for Psychological Science Convention (Cancelled due to COVID-19)


**Filmed Interviews with Engendering Science in STEM members:**
- Interview with **Andy Baron** by CBC News, “Implicit Bias,” September 13, 2020
- Interview with **Lesley Shannon** by CBC's North by Northwest for a Scientist profile, June 14, 2020
- Interview with **Toni Schmader** at INSEAD Women in Work Conference, Singapore, March 2019.
- In-Camera Session with **Lesley Shannon** following the Women in Science, Health and Innovation Conference, hosted by Consul General of Germany, March 2019
- Interview with **Sonia Kang** by TVO The Agenda, “Working Around Harassment,” January 2018
- Interview with **Sonia Kang** by CBC News, “Starbucks staff get anti-bias training,” May 2018
- Interview with **Lesley Shannon** by Carleton Radio, The Passionate Friar, December 13, 2017
- Interview with **Mary Wells** by the Metallurgy and Materials Society of Canada, “Women of Innovation Project - The Impact of Leading Canadian Engineers.” April 2017

**Text Interviews and Media Coverage:**
- “How to talk to kids about Bias” - Andy Baron, CBC News Vancouver, June 4, 2020
- “Psychologists say it’s time to rethink the ‘mental health day’” - Sonia Kang, Inverse, March 8, 2020
- “Implicit gender bias: Overriding the mental shortcuts holding women back in STEM” - Toni Schmader, Science Borealis, March 3, 2020
- “Implicit Bias and Covid-19” - Andy Baron, City News Vancouver, February 8, 2020
- “Why Don’t People Care That More Men Don’t Choose Caregiving Professions?” - Kate Block, Scientific American, February 4, 2020
- “Jennifer Lopez is 50. Why are we so obsessed with her age?” - Sonia Kang, Global News, February 3rd, 2020
- “The engineering gender gap: it’s more than a numbers game” - Toni Schmader, Sheryl Staub-French, Mary Wells, University Affairs, January 9, 2020
- “Beyond the Numbers” - Toni Schmader, UC Santa Barbara's Alumni Magazine
- “Why do so many organisations mess up on race?” - Sonia Kang, Financial Times, December 28, 2019
- “Not all instances of gender inequality are equally concerning…” - Kate Block, Reddit, September, 2019
- “Empowering the Next Generation” - Sheryl Staub-French, Canadian Consulting Engineer, June/July, 2019
- “The Potential is Yours” - Toni Schmader, 2018 UBC Ad Campaign, 2019 UBC Ad Campaign.
- “Bosses who do not believe in gender bias seen hiring few women” - Toni Schmader, Reuters, August 26, 2019
- “Female scientists ‘at disadvantage when applying for promotions’ as majority of scientists associate career with masculinity” - Toni Schmader, iNews, August 26, 2019
- “Is Gender Bias Really Impacting The Hiring Of Women In STEM” - Toni Schmader, Forbes, August 29, 2019
- “Employers who ignore gender bias promote fewer women” - Toni Schmader, CBC, August 27, 2019
- “Belief in Gender Bias and Promotions for Women” - Toni Schmader, Inside Higher Ed, August 27, 2019
- “Scientists avoid gender bias when they know they’re being tested for bias” - Toni Schmader, Ars Technica, August 27, 2019
- “Preschool can help nurture tomorrow’s female engineers” - Elizabeth Croft, Open Forum, March 24, 2019
- “Time's up on gender disparity in STEM: Women in STEM” - Elizabeth Croft, Pearson, 2019
- “Call for specialist STEM teachers from primary up” - Elizabeth Croft, Engineers Australia, 2019
• “Mission to Mars: Nova Rova team’s Red Planet challenge” - Elizabeth Croft, Lens – Monash University, May 2019
• “Fearless Girl should provide the spark to inspire more female engineers” - Elizabeth Croft, Lens – Monash University, March 2019
• “Thank a scientist” - Elizabeth Page-Gould, American Psychological Association, November 26, 2018
• “Promoting Gender Equity in STEM Environments” - Toni Schmader, SPSP Newsletter, December 21, 2018.
• “American Psychologists want you to understand how racism holds our country back” - Toni Schmader, Los Angeles Times, December 21, 2018
• “How young women view men affects how they imagine their future selves” - Toni Schmader, Science Daily, December 4, 2018
• “Men place less value on care-oriented jobs that women, research shows” - *Kate Block, The Star Vancouver, August 20, 2018
• “Celebrating women in STEM” - Elizabeth Croft, Monash University, February 2018
• “Early Engagement is Essential for Increasing Girls’ Interest in Engineering.” - Mary Wells, Canadian Society of Mechanical Engineers Magazine, April 2017

Articles in Popular Media Authored by Consortium Members:
• “Addressing gender inequality via choice architecture.” - *Joyce He and Sonia Kang, Vox EU, February 8, 2020
• “Banishing Occupational Stereotypes.” - *Joyce He and Sonia Kang, Rotman Management Magazine, January 1, 2020
• “Gender Diversity and Inclusion in Medicine: Lessons from Management.” - Sonia Kang, Rotman Management Magazine, 2020
• “Parental leave: Why we need to talk about fatherhood.” - *Joyce He, Gender and the Economy, January 30, 2019
• “When women thrive in male dominated workplaces” - Will Hall, Society for Personality and Social Psychology, August 7, 2019
• “Highlighting the ‘E’ in STEM : Why engineering should be taught in our schools” - Elizabeth Croft, Education Review, September, 2018
• “Closing the Gender Gap” - Mary Wells, Design Engineering, April 3, 2018
• “Masculine culture’ and micro barriers still major issues for women” - Elizabeth Croft, The Age, The Sydney Morning Herald (syndicated), February 12, 2018
• “The debate about quotas” - *Joyce He, Gender and the Economy, October 26, 2017
• “Opinion: Business should create more science, technology, engineering, math roles for women” - Elizabeth Croft, Vancouver Sun, March 17, 2017

Reports
Video White Papers by Partners

Bias busting strategies:
Individual (English & French) by UNESCO Canada

Bias busting strategies:
Interpersonal (English & French) by UNESCO Canada

Bias busting strategies:
Institutional (English & French) by UNESCO Canada

Do gender quotas work? * by GATE

Does diversity training work? * by GATE
Infographic White Papers

- Designing gender inclusive STEM classes
- Reducing boys’ gender bias & improving girls’ anticipated fit in STEM
- Role models (in prep)
- De-biasing job advertisements
- Development of implicit gender stereotypes

Designing Gender-Inclusive STEM Classes

Does implicit bias affect hiring in science?
- Bias busting strategies for individuals
- Bias busting strategies for interpersonal interactions
- Bias busting strategies for institutions
- Gender inclusive policies & practices in engineering

Does Implicit Bias Affect Hiring in Science?

The Future of Women in Psychological Science

- The future of women in psychological science
- Intersectionality in STEM
- Ya feel me? Physiological synchrony*
- The gender equality challenge: Would quotas help?*
- Does diversity training work?*
- Why aren’t more fathers taking parental leave?*

The Future of Women in Psychological Science

ESS Newsletter Reports

- Year 3 annual report June 2020
- Year 3 midterm report December 2019
- Year 2 annual report May 2019
- Year 2 midterm report November 2018
- Year 1 annual report May 2018

Project RISE Partner Reports

- Workplace culture survey – 1 general report
- Workplace culture survey – 8 tailored reports
- RISE Workshop study – 1 general annual report
- RISE Workshop Study – 4 tailored partner reports
- RISE Workshop Slide Summaries for workshop participants – Inclusive Innovation & Influential Leaders

RISE Workplace Culture Survey

Results Across Organizations

December 2019

Report prepared by Tara C. Dobney, Hillary B. Bergsieker, & Toni Schmader

Executive Summary

How Do We Begin to Understand the Culture of a Workplace?

The 2018 RISE Workplace Culture Survey associated the culture experienced by female and male scientists and engineers across Canadian organizations. The goal was to assess organizational culture at three distinct levels: (1) contextual, (2) interpersonal, and (3) individual beliefs and behavior of men and women in the workplace. How do each of these levels lead us to understand possible gender gaps between the experiences of women and men in science workplaces?

Are There Gender Differences in Women’s and Men’s Engagement?

- Gender gaps exist from the contextual level to the individual level.
- Gender gaps exist in the following areas:
  - External support for research: women in engineering are less likely to have external support for their research.
  - Collaborative research: women in engineering are less likely to report having collaborative research experience.
  - Gender differences in organizational commitment for women than for men.

How Does Culture Help Us Understand These Gender Gaps?

Culture Matters at the Interpersonal Level

- The gender gap in social identity threat remains among those who report greater awareness of gender inclusive policies and practices in their organizations.
- Both men and women feel more comfortable in gender inclusive organizations.
**Appendix B**

Engendering Success in STEM Knowledge Mobilization

**ESS Annual Consortium Meetings and Workshops**

<table>
<thead>
<tr>
<th>Annual Meetings &amp; Workshops</th>
<th>ESS Faculty</th>
<th>Partner Representatives</th>
<th>HQP (Grads &amp; Postdocs)</th>
<th>Other Guests</th>
<th>Total</th>
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<tbody>
<tr>
<td>2016 September, Planning Meeting &amp; Research Workshop, Vancouver (UBC), BC</td>
<td>12</td>
<td>11</td>
<td>8</td>
<td>3 Advisory Board 1 Staff</td>
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<td>2017 September, Kickoff Meeting &amp; Research Workshop, Vancouver (SFU downtown), BC</td>
<td>13</td>
<td>21</td>
<td>13</td>
<td>4 Advisory Board</td>
<td>50</td>
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<tr>
<td><strong>2018 September, Knowledge Sharing Conference, Waterloo (UWaterloo), ON</strong></td>
<td>9</td>
<td>21</td>
<td>39</td>
<td>5 Keynote Speakers 4 Advisory Board 3 Collaborators 1 Staff 1 Contractor, 57 General audience</td>
<td>140</td>
</tr>
<tr>
<td>See public session program <a href="#">HERE</a> See Partner session program <a href="#">HERE</a></td>
<td></td>
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<tr>
<td><strong>2019 October, Annual Meeting and Research Workshop, Vancouver (UBC), BC</strong></td>
<td>10</td>
<td>25</td>
<td>13</td>
<td>5 Keynote speaker &amp; guest presenter 2 Collaborators 2 Staff 1 Contractor 6 Other (lab managers, research assistant, guest professor)</td>
<td>62</td>
</tr>
</tbody>
</table>

**Graduate Training Workshops - September 22, 2018, University of Waterloo**

Three Graduate Student training workshops were provided to a group of 20 HQP and ESS faculty at the Excellence and Gender Equity in Science and Technology Conference.

**Multilevel Modeling Workshop**

Dr. Elizabeth Page-Gould, Canada Research Chair in Social Psychophysiology at the University of Toronto, led a statistical training workshop for event participants on multilevel modeling (MLM), also known as "Hierarchical Linear Modelling". Dr. Page-Gould is internationally recognized for her expertise in MLM and is actively engaged in promoting access to empirical tools to the local and international community through invited statistical workshops. Key workshop topics included the General Linear Mixed Models (GLMM), mixed models, random effects modeling, random coefficient modeling, nested growth curves, and covariance components models. MLM is widely used in the social sciences to study individuals embedded within larger systems (classes, companies, teams) and appropriately control for linkages in their responses, rather than assume interdependence. The advanced statistical workshop was accessible to students familiar with regression and will advance student research careers because it is increasingly needed for academic publishing of complex real-world (i.e., field) data, such as the projects undertaken by the ESS research teams.

**Ethical Dimensions of Scientific Research Workshop**

Dr. Carla Fehr, Wolfe Chair in Scientific and Technological Literacy and Associate Professor of Philosophy at the University of Waterloo, offered a workshop on identifying, evaluating, and deploying values throughout the research process. Dr. Fehr, an award-winning teacher, has been conducting research and teaching graduate and undergraduate courses on the intersection of race and gender and on the role of values in scientific research for 12 years. The Ethical Dimensions of Scientific Research considers the relationships between Intrinsic Science Ethics, which concerns the role of values in research methods and data analysis; Extrinsic Science Ethics, which concerns the influence of values on the construction of research questions and the reciprocal influence of research on cultural values; and Procedural Science Ethics, which concerns the responsible conduct of research as commonly required of publicly funded science. The workshop was aimed to support students’ ability to conduct and communicate research that is laden with social values, particularly in situations where limited sample sizes make it difficult to engage the experiences of women who are members of racialized groups, in an ethically responsible and academically rigorous manner.
Social Network Analysis Workshop

Dr. Hilary Bergsieker, Co-Applicant and Assistant Professor at the University of Waterloo, conducted a workshop on social network analysis (SNA) theory and methods. Dr. Bergsieker has taught undergraduate and graduate statistics courses at Princeton University and the University of Waterloo and presented her SNA research to general, psychology, and engineering audiences. Network theory analyzes ties between people, rigorously quantifying the structure of interpersonal relations across widely varying social contexts—sports teams, classes, work groups, volunteer societies, even terrorist cells—to describe and predict individual and group behaviour. Workshop topics included an introduction to key theoretical concepts in network science (e.g., social capital, structural hole theory, contagion/diffusion), plus collection and analysis techniques for network data using specialized software (UCINet) and more general programs (SPSS, R). SNA methods are rapidly gaining traction in psychology but remain underutilized. This workshop aimed to advance student research capacity by providing a foundation in network theory concepts and methods, equipping them to recognize when SNA could extend their research and how to use this technique. This method is ideally suited for examining women's sense of inclusion in their academic, social, and professional networks.

Media Events

- Schmader, T. (October 2020) - Podcast with the Association of Psychological Science, on The Future of Women in Psychological Science.
- Schmader, T. (October 2018) - Interview at Excellence in Gender Equity in Science and Technology Meeting.

Public Debates


Interactive Tools

- Science World Kiosk (see photo for example)
- Virtual Living Lab portal: www.scienceworld.ca/living-lab
- Gender-Engineering/Science Implicit Association Test: https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_3KGufvy8PtwEqDX

Kiosk at Science World

Allyship simulation tool
## Appendix C
### Engendering Success in STEM Training and Mentoring

### Postdoctoral Funding (Total Funding Awarded = $430,400)
- **2020:** Kroeper, K. - President’s Postdoctoral Scholar Fellowship at Ohio State University. Up to $118,400
- **2019:** Block, K. - SSHRC postdoctoral award to work with Andrei Cimpian at New York University. $90,000
- **2019:** Dennehy, T. - Banting Postdoctoral Fellowship. Beyond Representation: The Potential Power of Men as Allies for Gender Equity. $140,000
- **2020:** Dennehy, T. - Net-COVID research award from the Understanding and Exploring Network Epidemiology in the Time of Coronavirus workshop series; $1000
- **2017:** Hall, W. - SSHRC postdoctoral award: Interpersonal triggers of social identity threat. $81,000.

### Graduate Student Funding (Total Funding Awarded = $823,361)
- **Aday, Audrey ($92,800):**
  - 2018 - UBC Four-Year Doctoral Fellowship $72,800
  - 2017 - UBC Psychology Department Scholarship $17,500; 2017 - Clara Mayo Grant. $500
- **Block, Kate ($1000):**
  - 2018 - SPSSI grants-in-aid: Change my Stereotypes, Change Me; How to Foster Men's Communal Orientation, $1000
- **Cyr, Emily (Total Funding Awarded: $142,000):**
  - 2019 - Society of Young Network Scientists – Network Science Institute, $2,000
  - 2018 - Joseph-Armand Bombardier CGS Program Doctoral Scholarship for project: Egalitarianism for me, traditionalism for you: The impact of (in)accurate romantic partner perceptions on career trajectories & well-being. $105,000
  - 2018 - UW President's Graduate Scholarship - Doctoral Level, $35,000
- **De Souza, Lucy (Total Funding Awarded: $112,061):**
  - 2019 - UBC Four-Year Doctoral Fellowship $72,800
  - 2018 - UBC Psychology Department Scholarship $21,761
  - 2017 - Elizabeth Young Lacey Scholarship in Psychology. $17,500
- **Dys-Steenbergen, Odilia (Total Funding Awarded: $25,000):**
  - 2019 - Mitacs Accelerate Grant - Supporting Social Inclusion and Well-Being in Metro Vancouver. $25,000
- **Engstrom, Holly (Total Funding Awarded: $105,000):**
  - 2019 - Joseph-Armand Bombardier Canada Graduate Scholarship. $105,000
- **He, Joyce (Total Funding Awarded: $148,000):**
  - 2020 - Behavioural Economics in Action (BEAR) Ph. D. award. $7,500
  - 2018 - Behavioural Economics in Action (BEAR) Ph. D. award. $7,500
  - 2018 - Institute for Gender + the Economy Research Grant. $6,500
  - 2017 - Joseph-Armand Bombardier Canada Graduate Scholarship. $105,000
  - 2017 - Institute for Gender + the Economy Research Grant. $6,500
  - 2016 - Domestic Ontario Graduate Scholars Scholarship. $15,000
- **Koyama, Jacklyn (Total Funding Awarded: $125,000):**
  - 2020 – (With Cyr, Emily and Jones, Kim) McMaster NSERC Alliance COVID-19 Research Grant: "Ensuring Effective and Equitable Teamwork in Virtual Workplaces" $20,000
  - 2017 - Joseph-Armand Bombardier Canada Graduate Scholarship $105,000
- **Shum, Priscilla (Total Funding Awarded: $122,500):**
  - 2019 - SSHRC Joseph-Armand Bombardier Canada Graduate Scholarship Doctoral Fellowship for project: Closing the gap: Analysis and application of non-sexist communication behaviors in sexism reduction interventions. $105,000
  - 2018 - SSHRC Joseph-Armand Bombardier Canada Graduate Scholarship Masters Fellowship. $17,500
- **Traversa, Marissa (Total Funding Awarded: $20,000):**
  - 2020 - British Columbia Graduate Entrance Scholarship. $20,000
- **Trickey, Jessica (Total Funding Awarded: $17,500):**
  - 2020 - SSHRC CGS-M award from the Social Sciences and Humanities Research Council (SSHRC). $17,500
- **You, Louisa (Total Funding Awarded: $17,500):**
  - 2020 - SSHRC Joseph-Armand Bombardier CGS-M. $17,500
Graduate Student and Postdoctoral Awards and Accomplishments

**De Souza, Lucy**
2020 - Received the Jenessa Shapiro Graduate Research Award from the Society for Personality and Social Psychology

**He, Joyce**
2018 - SPSP Diversity Award
2020 - Received the Jenessa Shapiro Graduate Research Award from the Society for Personality and Social Psychology

**Gonzalez, Antonya**
2019 - Started a tenure-track position as an Assistant Professor at Western Washington University

**Hall, Will**
2019 - Accepted tenure-track position as an Assistant Professor at Brock University
# Appendix D
## Changes to Governance, Management Structure, and Team

### Partner Additions:

<table>
<thead>
<tr>
<th>Partner Name</th>
<th>Justification / ESS Function</th>
<th>Contribution Type</th>
<th>Date Joined ESS</th>
</tr>
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<tbody>
<tr>
<td>Metro Vancouver</td>
<td>Partner for Project RISE Workshops</td>
<td>In-kind, Cash</td>
<td>June 29, 2020</td>
</tr>
<tr>
<td>City of New Westminster</td>
<td>Partner for Project RISE Workplace Culture &amp; Workshops Studies</td>
<td>In-kind, Cash</td>
<td>June 22, 2020</td>
</tr>
<tr>
<td>City of West Vancouver</td>
<td>Partner for Project RISE Workshops</td>
<td>In-kind, Cash</td>
<td>August 17, 2020</td>
</tr>
<tr>
<td>City of Port Moody</td>
<td>Partner for Project RISE Workshops</td>
<td>In-kind, Cash</td>
<td>October, 2020</td>
</tr>
<tr>
<td>Bstro</td>
<td>ESS website development, design, &amp; custom maintenance</td>
<td>In-kind</td>
<td>January 10, 2019</td>
</tr>
<tr>
<td>Canadian Commission for UNESCO</td>
<td>Knowledge mobilization partner - collaboration with ESS to produce bias busting videos for CCUNESCO</td>
<td>In-kind</td>
<td>January 25, 2019</td>
</tr>
<tr>
<td>City of Vancouver</td>
<td>Partner for Project RISE Workplace Culture and Workshop Studies</td>
<td>In-kind, Cash</td>
<td>June 14, 2018</td>
</tr>
<tr>
<td>McElhanney</td>
<td>Partner for Project RISE Workplace Culture</td>
<td>In-kind</td>
<td>June 12, 2018</td>
</tr>
<tr>
<td>Science Alive</td>
<td>Data collection partner for Project PRISM</td>
<td>In-kind</td>
<td>June 12, 2018</td>
</tr>
<tr>
<td>Cloud Army Inc.</td>
<td>Collaboration with Project RISE/CLIMB</td>
<td>In-kind</td>
<td>November 05, 2018</td>
</tr>
<tr>
<td>Gender &amp; the Economy (GATE)</td>
<td>Knowledge mobilization partner &amp; in-kind contributor for ESS Annual Meeting space &amp; logistics</td>
<td>In-kind</td>
<td>November 02, 2018</td>
</tr>
</tbody>
</table>

### Partner Withdrawals:

Mozilla: Due to downsizing over the past three years, our contacts were laid off and their positions in EDI were not replaced. In-kind April 2019

### Project Team–Faculty Fellow Additions:

- **William Hall**, Assistant Professor of Psychology, Brock University. Originally a postdoctoral trainee on Project SINC, Dr. Hall began as an Assistant Professor at Brock in 2019 and was granted ESS Fellow status in January, 2020.

### Project Team–Collaborator Additions:

- **Jennifer Steele**, Associate Professor of Psychology, Faculty of Health at York University. Dr. Steele’s research expertise centers on the development of children’s implicit racial and gender bias. Dr. Steele joined the ESS Consortium in a Collaborator role in November 2018 and works both with Projects CLIMB and PRISM.

- **Antonya Gonzalez**, Assistant Professor of Psychology at Western Washington University. Dr. Gonzalez was previously a graduate student at UBC. In January 2020, as Assistant Professor, Dr. Gonzalez moved into a Collaborator position and continues to play a key role carrying out research with Project CLIMB.

- **Simon Lolliot**, Assistant Professor of Teaching, Department of Psychology and the University of British Columbia. Dr. Lolliot began as a Postdoctoral trainee at UBC. In January 2020, Dr. Lolliot officially into a Collaborator position and carries out projects connected with Projects SINC and RISE.

- **Darko Odic**, Associate Professor, Department of Psychology, University of British Columbia. Dr. Odic studies the development of children’s intuitions about number, space, and time and has published on the gender gap in academic publishing. Dr. Odic joined Project CLIMB in March 2020.

### ESS Faculty Fellows Awards

**Baron, Andy**

- 2020 - Knox Undergraduate Teaching Award from the Department of Psychology at the University of British Columbia;


**Bergsieker, Hilary**

- 2019 - Oktoberfest Rogers Women of the Year Award;

- 2019 - Promoted to Associate Professor with Tenure at the University of Waterloo;

- 2018 - Elected as a Fellow of the Society for Experimental Social Psychology;

- 2017 - APS Rising Star Award
Croft, Elizabeth
• 2019 - Fellow, Institute of Engineers Australia;
• 2018 - R.A. McLachlan Memorial Award from Engineers and Geoscientists British Columbia

Kang, Sonia
• 2020 - Appointed as Canada Research Chair in Identity, Diversity, and Inclusion, University of Toronto

Page-Gould, Elizabeth
• 2019 - Elected to the Board of Directors for the Society of Psychophysiological Research as a Member-At-Large;
• 2019 - Elected as a Fellow of the Association for Psychological Science

Schmader, Toni
• 2020 - Elected as a member of the European Association for Social Psychology;
• 2020 - Theory Innovation Award from European Association of Social Psychology;
• 2019 - Daniel T. Wegner Theoretical Innovation Prize;
• 2018 - Elected as a Fellow of the Association for Psychological Science

Staub-French, Sheryl
• 2019 - Appointed Associate Dean of Equity, Diversity, and Inclusion in the Faculty of Applied Science;
• 2018 - D.C. Lambert Professional Service Award from Engineers and Geoscientists British Columbia

Wells, Mary
• 2020 - Began as Dean of Engineering at the University of Waterloo;
• 2020 - Named one of the ten global “Woman Engineers You Should Know” by the Society of Engineers;
• 2017 – Began as Dean of Engineering at the University of Guelph

ESS Faculty Grants (Total Funding Awarded = $688,654)
• 2020: Hall, W. (PI) SSHRC Insight Development Grant: “Climates of inclusion: Creating positive interpersonal dynamics in STEM.” (with Toni Schmader) $68,098
• 2020: Schmader, T.; Bergsieker, H., Croft, E. (Co-Applicants; O’Gorman PI) - LOI Submitted July 2020 to New Frontiers in Research Fund Engineering Technological Stewardship: Transforming Engineering Culture through Broad and Pervasive Educational Intervention (with Mark Abbott, Engineering Change Lab)
• 2019: Kang, S. (PI) - SSHRC Insight Grant for project: “Whitening” Names in Academic and Professional Life: Motivations, Consequences, and a Fluency-Based Intervention. $242,600
• 2019: Page-Gould, E. (PI)- SSHRC Insight Grant for project: Implicit bias in the wild: Building smartphone tools to explore implicit bias in daily life. $74,947
• 2019: Schmader, T (Collaborator) – UBC VPRI Emerging Research Cluster; Decision Insights for Business & Society
• 2018: Bergsieker, H. (PI) - HeForShe Gender Equity Research Grant, “Gender Stereotyping by Romantic Partners Constrains Women’s Career, Relationship, and Mental Health Outcomes” $8,496
• 2018: Fehr, C. (PI)- SSHRC Connection Grant for Excellence and Gender Equity in Science and Technology Conference held in Waterloo, ON. $25,000
• 2018: Kang, S. (PI)- Institute for Gender and the Economy Research Grant – “Choice Architecture and Women’s Leadership Ascension” (with PhD Student, *Joyce He, and Nico Lacetera), $6,500
• 2018: Schmader, T. (PI) - SSHRC Insight Development Grant for project “A cross-national study of men’s interest in communal roles and careers.” (with Ph.D. Student, *Kate Block). $64,350
• 2018: Schmader, T. (PI) - Society of Personality and Social Psychology Small Conference Grant; Excellence and Gender Equity in Science and Technology, $5,000 USD
• 2016-17: Schmader, T. (PI) UBC VPRI Grant for Catalyzing Research Cluster, Implicit Gender Bias in STEM, $29,000
## Appendix E
Currently Active Research Teams and Partners by Project Type

### Project Management

**Director:** Toni Schmader  
**Consortium Manager:** Trisha Smith  
**Knowledge Mobilization Manager:** Eisha Sharda  
**Graphic Designer:** Rebekah Parker  
**Industry Partner Liaison:** Keltie Sommer  
**Management Committee Members:**  
- * Lead: Andy Baron  
- Team: Antonya Gonzalez, Jennifer Steele, Toni Schmader, Darko Odic  
- HQP: Kate Block, Clement Choi  

### Advisory Board

- Mark Abbott, *Engineering Change Lab*  
- Mahzarin Banaji, *Harvard University*  
- Geoff Cohen, *Stanford University*  
- Tom Coyle, *University of Toronto*  
- Valerie Davidson, *University of Guelph*  
- Andrew Meltzoff, *University of Washington*  
- Marisa Sterling, *University of Toronto*  

### Knowledge Mobilization Partners

- Actua  
- Engineers Canada  
- Engineers and Geoscientists BC  
- Mining Industry Human Resources Council Institute for Gender and the Economy (GATE)  
- Canadian Institute of Mining, Metallurgy and Petroleum  
- Canadian Commission for UNESCO  
- NSERC Chairs for Women in Science & Engineering  
- Engineering Change Lab  
- Society for Canadian Women in Science & Technology  

<table>
<thead>
<tr>
<th>Currently Active Team Members</th>
<th>Data Collection Partners</th>
</tr>
</thead>
</table>
| **Project CLIMB**  
Lead: Andy Baron*  
Team: Antonya Gonzalez, Jennifer Steele, Toni Schmader, Darko Odic  
HQP: Kate Block, Clement Choi  
| Cloud Army  
Science World  |
| **Project PRISM**  
Lead: Steve Spencer* & Steve Wright  
Team: Hilary Bergsieker, Sheryl Staub-French*, Jennifer Steele  
HQP: Emily Cyr, Tara Dennehy, Priscilla Shum, Odilia Dys-Steenbergen, Haemi Nam, Katie Kroeper, Marissa Traversa, Taylor Ballinger  
| Actua  
Geering Up  
Science Alive  
ESQ  |
| **Project SINC**  
Lead: Elizabeth Page-Gould* & Sonia Kang  
Team: Will Hall, Kim Jones, Mary Wells  
HQP: Emily Cyr, Joyce He, Francine Karmali, Louisa You, Jackie Koyama  
| GATE  
ONWiE  
University of Toronto Engineering  
University of Waterloo Engineering  |
| **Project RISE**  
Lead: Toni Schmader* & Hilary Bergsieker  
Team: Sonia Kang, Will Hall, Simon Lolliot, Lesley Shannon, Elizabeth Croft, Anne Condon  
HQP: Tara Dennehy, Audrey Aday, Lucy De Souza, Holly Engstrom, Emily Cyr, Joyce He, Jessica Trickey  
| City of New Westminster  
City of North Vancouver  
City of Port Moody  
City of Vancouver  
District of West Vancouver  
Magnitude | Simba  
McElhanney  
Metro Vancouver  
National Research Council  
Teck Resources  
TRIUMF  
UBC Faculty of Science  
UBC Faculty of Applied Science  
WinSETT |
Appendix F
Quantitative Methods Training for Intersectional Diversity in Engineering (Quant-TIDE)

Description
The Quantitative Methods Training for Intersectional Diversity in Engineering (Quant-TIDE) is a unique diversity initiative that aims to provide interdisciplinary training in quantitative social science methods (e.g., advanced statistical methods, behavioural methods) to engineering and social science graduate students. Students will be funded to attend a week-long series of workshops and will pair engineering and social science students to collaboratively design and carry out projects aligned with the goals of diversifying STEM fields. These methods will expand attendee's methodological toolkits with the goal of enriching their research, promoting multidisciplinary understanding and collaboration, and making these students more attractive on the academic or industry job markets.

Eligibility
Any engineering or social science graduate student with intersecting identities that are underrepresented in STEM, with a particular emphasis on the intersection of gender with race/ethnicity, LGBTQ+, class, and disability. We are staying close to our mandate to increase the gender diversity of Science and Engineering while further recognizing the ways that gender-based diversity initiatives can advance white women over women of colour (Crenshaw, 1989).

Vision
Our goal is to establish a long-term training initiative that supports the excellence and multidisciplinary of engineering students from marginalized groups. Quant-TIDE will launch as a pilot program in summer 2021 with 12 graduate students who each receive a $2000 stipend and $1000 in research funds toward a collaborative project developed during the week-long program. The pilot year (2021) will be held remotely given ongoing COVID-19 travel restrictions. Following the pilot, we will conduct an evaluation, and revise the programme as needed. If the pilot is successful, we will allocate future training and travel surpluses and/or seek external funding to continue this initiative over the remaining 3 years of the ESS Partnership Grant. After this grant term, we may seek to develop a partnership to make the program sustainable.

Budget Justification
Promotion. In order to recruit students, $400 will be used to cover the costs of web hosting and other promotional activities for Year 1.

Student Stipends. Twelve students will each receive a $2,000 stipend to cover the time they will spend learning and developing their projects.

Research Funds. Twelve students will each receive $1,000 to fund the research project they develop during the week.

Presenter Stipend. Three expert presenters will each receive a $4000 stipend to develop and deliver a 5-hour workshop on an advanced method, as well as attend and supervise students during the week-long series, with follow-up mentorship as needed. This stipend is typical for a 1-day workshop and recognizes approximately 50 hours of labour at $80/hour.

Total Budget for Pilot Program: $48,400