

# C H A N G I N G   T H E   F A C E   O F   S T E M

An Initiative of URU The Right To Be, Inc., hosted by National Academies of Sciences, Engineering, and Medicine



## **Changing the Face of STEM Forum** **A Transformational Journey**

Tuesday, June 12, 2018 at 3:00 pm  
National Academy of Sciences Building, 2101 Constitution Ave NW, Washington, D.C. 20418

# PROGRAM

**2:30 pm**

## **Engaging the Next Generation of Master Builders**

- Concurrent and consecutive interactive workshops
- Book signing: *Master Builders of the Modern World: Re-imaging the Face of STEM*
- *Against All Odds: Celebrating Black Women in Medicine*

**3:00 pm:**

## **Transformational Journey**

- Roundtable: *Transformational Journey: Courageous actions to change the paradigm*

**5:30 pm**

## **Reception**

**6:30 pm**

## **Evening Program**

- Mistress of Ceremonies: Jennifer C. Thomas, Journalist
- Musical Selection: Zotigh Singers
- Welcome by J. Michael McGinnis, Executive Officer, National Academy of Medicine
- Remarks Governor Tom Ridge, former Secretary of Homeland Security
- Film Excerpts: Deadliest Disease in America
- "ISM Vortex: *The Elephant in the Room*" Crystal R. Emery, CEO, URU The Right to Be
- "ISM Vortex" Remarks Rosa Mendoza, Executive Director, HTTP
- "ISM Vortex" Remarks Rick Stephens, former Senior V.P. H.R., The Boeing Company
- "ISM Vortex" Remarks Talitha Washington, Program Officer, NSF
- "ISM Vortex" Remarks Twyla Baker President of Nueta Hidatsa Sahnish College
- Short Film: *"Changing the Face of STEM"*
- "ISM Vortex" Ronald Copeland, Senior V. P. Chief Diversity Officer, Kaiser Permanente

**8:30 pm**

## **Closing reception**

# ENGAGING THE NEXT GENERATION OF STEM LEADERS URU YOUTH PROGRAMS

## **ST. IVES POP UP MIXING BAR - UNILEVER**

STEM is required to create just about everything in our daily lives, and the creation of new products stems from the endless curiosity to experiment and explore. In the Fast Moving Consumer Goods (FMCG) industry, this is true for the products you use on a daily basis, from the design of formulas and packaging to how these products are manufactured and distributed. Unilever makes many of the world's favorite brands, such as Axe, Dove, Magnum, and Hellman's, and with 2.5 billion people using a Unilever product every day. In 2017, Unilever launched the St. Ives Mixing Bar in New York City, offering consumers the ability to create their own 'one-of-a-kind' skin care products in real time. Students will join members of the Unilever Research & Development team to learn how STEM contributed to this success, while creating an instant St. Ives mixing creation of their very own.

## **STETHOSCOPES: THE HEARTBEAT OF LIFE**

The sound we hear when we listen to a heartbeat is the rhythmic repetition of atria and ventricles alternatively contracting and relaxing to pump blood in and out of your heart. This nonstop activity is controlled by electrical impulses that keep your heart beating and blood flowing throughout your body, delivering the vital nutrients that we need every day. But the beating of your heart is more than just impulses and contractions. The heart beat is also common cord that binds us together as members of the human race and connects us despite our many differences. It is a primordial sound, and when we listen to a heartbeat what we hear is the rhythm of life. Students will learn how a stethoscope works, and how stethoscopes audibly unlock the secrets of our body's driving engine, but by examining their own and their fellow participants' heartbeats, they will uncover the commonality of the heart's rhythm that ties us all together.

## **BUILDING ROBOTS**

Every day mechanical tools are being incorporated into more and more aspects of our lives. Many of these creations we now accept as commonplace, from the cars we drive to the machines that wash our dishes and clothes. Robots are everywhere. Innovation to create the next robot is limited only one's imagination, but therein lies the opportunity for the next invention that will revolutionize our lives. In this workshop, students build their very own robot that they can take home with them, and perhaps one day they one of them will design a robot of their own that ends up in every household in America.

## **THE MAGIC OF THE MICROSCOPE**

Students discover the worlds that lie unseen to the naked eye. They are introduced to cell examination through the creativity and beauty that is encompassed within the slides. Students learn about the different cell structures and the important role each structure has in the life of the cell. They then have the opportunity to analyze, compare, and contrast various cells structures underneath the microscope.



## CHANGING THE FACE OF STEM



**"I want to make sure we use all our talent, not just 25 percent. Don't let anyone rob you of your imagination, your creativity, or your curiosity. It's your place in the world; it's your life. Go on and do all you can with it, and make it the life you want to live."**

**Mae Jemison, first African American woman in space**



URU THE RIGHT TO BE, INC.

## Dear Friends,

Many individuals and groups participating in our initiative, **Changing the Face of STEM**, are seasoned frontline veterans in fighting for the future of STEM, but today sets a precedent: It's the first time within the building of the National Academy of Science that STEM and medical professionals, Caucasians, Native Americans, Latinos, and African-Americans plus two hundred and fifty young people are gathered together in one place, working for the same cause.

Why has it fallen to me to break down these barriers? Perhaps it's because of who I am and what I represent. Maybe it's because I've so often had to make a place for myself and others where there wasn't one before. Possibly, it's because we've made much progress, but also because we have much left to accomplish.

Although there's no scientific evidence to support distinct racial differences, the social implications of race, especially all across America, is centuries old. So, while race may not be a valid construct, racism is a bitter reality, and it still retains the power to marginalize entire segments of society based upon people's features or skin color.

While STEM careers have paved the way for financial prosperity, participation in these fields for historically underrepresented populations has lagged disappointingly behind. For example, only 1% of today's doctoral mathematicians are black and brown; 6% of medical school graduates are African American; and 5% are Hispanic. This is an critical deficit in relation to America's changing racial demographic.

I don't believe in settling for less than achieving our full potential. I have a vision of what our future looks like: a future where our children aspire to more than minimum-wage jobs; our young men look forward to more than gang membership and gun violence; and our young women are equally educated and equitably compensated for their work. Despite being labeled as "underprivileged" and "poverty-stricken," today's young people can be tomorrow's scientists, engineers, mathematicians and doctors, and it's within our power to give them that opportunity.

If our nation is to continue its role as a world economic leader, we must compete on an equal footing with emerging global powers. To do that, we must inspire, educate and recruit a STEM workforce that reflects our country's changing racial and ethnic demographics. To do that, however, we need to change the "face" of science, technology, engineering, mathematics, and medicine to represent populations from across our society.

**STEM careers are a new source of empowerment that can provide new pathways to engage civic, social and human justice causes.** Tomorrow's America is created through today's vision and work. I invite and challenge you to stand boldly with us as we plant the seeds of change for our country and its future.

Namaskar,  
Crystal R. Emery  
*CEO and Founder, URU, The Right to Be, Inc.*

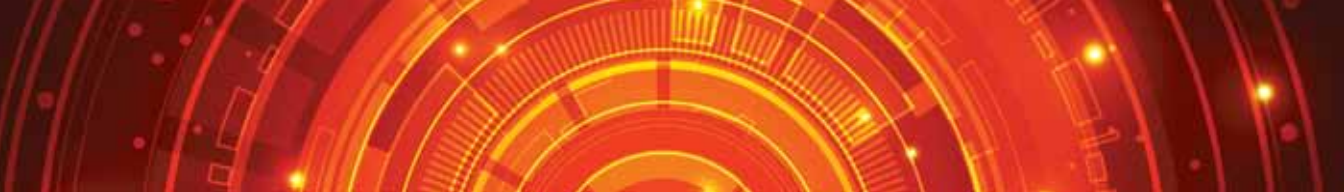




Crystal Emery and her work represent an innovative and creative way to inspire young people of color to pursue careers in science, while raising national awareness of these important issues."

Robert Alpern, M.D.,  
Dean Yale School of Medicine





## *The National Academies of* SCIENCES • ENGINEERING • MEDICINE

The National Academies of Sciences, Engineering, and Medicine is proud to bring you to a Forum on Ensuring Diversity in the D.C. premiere of the documentary film *Black Women in Medicine*.

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D.C. premiere of the

New text

"The National Academies of Sciences, Engineering, and Medicine is proud to bring you to a Forum on Ensuring Diversity in the D.C. premiere of the documentary film *Black Women in Medicine*. Increasing the participation of women in science, engineering, and medicine is an important role for the National Academies. We are proud to support this initiative that the National Academies is working to identify and address."

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under-represented. I am proud  
engineering, and Medicine, which  
driving in the STEM fields."

*Marcia K. McNutt, Ph.D., President, National Academy of Sciences*

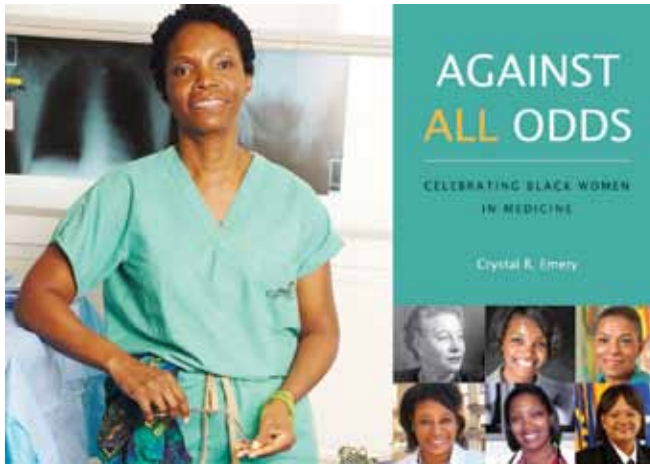
"The future of science, technology, and medicine in our country depends on the vigorous education and engagement of the next generation of scholars, innovators, and practitioners. We must protect that future by doing all we can to ensure their participation in it, while increasing the diversity of our workforce."

*C. Dan Mote, Jr., Ph.D., President, National Academy of Engineering*

"*Black Women in Medicine* is an inspiring film that celebrates the accomplishments of individuals who are pioneers of the medical field and at the leading edge of many of the most promising advancements in health. Unfortunately, black women make up only about 2 percent of US physicians. Clearly, more must be done to promote diversity in the STEM fields, and that is why we are so honored to support this important initiative."

*Victor J. Dzau, M.D., President, National Academy of Medicine*

# BOOK SIGNING



## ABOUT AGAINST ALL ODDS

### **Against All Odds: Celebrating Black Women in Medicine**

is a coffee table book companion to the documentary, **Black Women in Medicine**. Both the documentary and the coffee table book highlight the lives of unsung African-American women doctors and their journeys beyond inequality to excellence. This book picks up where the film leaves off and is comprised of portraits and stories from a hundred of the most prominent Black women doctors in the United States today and throughout history.

### **Against All Odds: Celebrating Black Women in Medicine**

truly captures the intelligence, beauty, strength, perseverance and spirit of Black women who are not just practicing medicine but excelling in their respective fields. This book challenges any assumptions and stereotypes one may have about Black women by showcasing positive imagery of smart, successful Black women and by celebrating their rich history that is not often taught in schools.

In this book, Crystal Emery has captured and celebrated the advances of Black women in medicine in order to empower the next generation. Despite decades of advances, the number

of Black female physicians has remained at levels that are shockingly low: approximately 2 percent.

By introducing their stories to the greater medical community and our society at large, the project works as an agent of social change to inspire a new generation of doctors of all races and genders. Built from the achievements, intelligence, and grace of over 100 Black women doctors, the project has been described by filmmaker Bill Duke as an “educational and artistic tour de force.”

## Physicians that will be available for book signing are:

**Lynne Holden** - *Mentoring in Medicine*

**Linda Holifield-Kennedy** - *Occupational Medicine*

**Vivian Pinn** - *Pathologist*

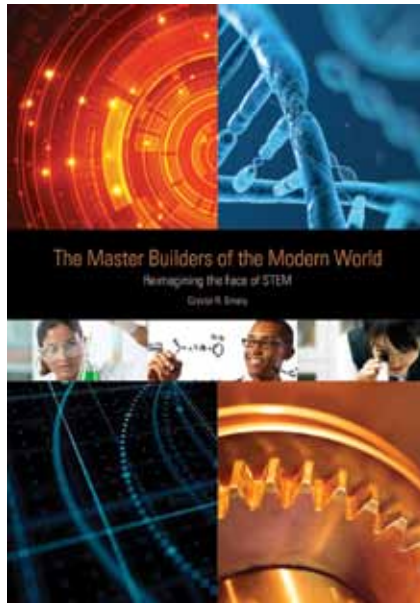
**Barbara Ross-Lee** - *Medical School Dean*

**Velma Scantlebury-White** - *Organ transplant Surgeon*

**Nikki Waddell** - *Internal Medicine*

**Rashele Yarborough** - *Family Medicine*





## MASTER BUILDERS OF THE MODERN WORLD

**Master Builders of the Modern World: Reimagining the Face of STEM** tells the stories of underrepresented populations and their contributions to the past, present and future of science, technology, engineering, and mathematics (STEM). Working within STEM fields are among the fastest growing careers worldwide, and yet those who are considered marginalized people are being excluded from these opportunities. By sharing all that black, brown, disabled people, and women have already accomplished in STEM, we hope to inspire the next generation of scientific minds to reach for the stars by showing them what people like them have achieved, and creating new role models.

Besides featuring luminaries from the present, **Master Builders of the Modern World** will reach back to the early roots of STEM and honor those marginalized populations that are not recognized as “builders of the modern world.”

Present-day leaders of the STEM world have been asked to tell their story, highlighting both their achievements and the obstacles they encountered along the way, especially when interacting with systemic inequities. We have compiled them in a

series of full-color, biographical photo essays that celebrate their lives and demystify what it means to be an accomplished STEM professional.

### STEM leaders that will be available for book signing are:

**Sandra Begay** - *Civil engineer*

**Christine Darden** - *Engineer*

**Aprille Ericsson** - *Mechanical Engineer*

**Juan Gilbert** - *Computer Scientist*

**Anjelica Gonzalez** - *Biology*

**Louis A. Martin-Vega** - *Engineer*

**Jerome Nriagu** - *Environmental health scientist*

**Rick Stephens** - *Mathematician*

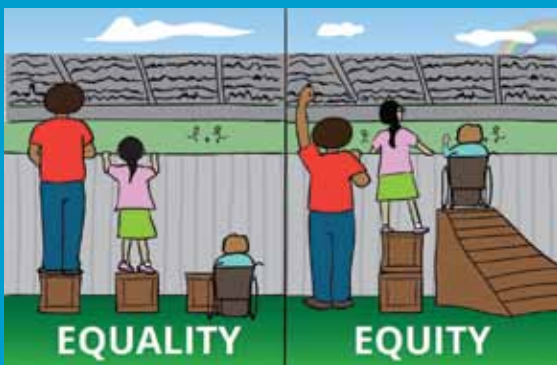
**Richard Tapia** - *Mathematician*

**Sabrina Thompson** - *Engineer*

**Talitha Washington** - *Mathematician*

**Irving Wladawsky-Berger** - *Technology digital-strategist*

# ABOUT THE ROUNDTABLE



As the racial and ethnic demographics in our nation continue to change, it is more imperative than ever that equity and inclusion are embraced as just, moral and strategic obligations for our country. To win the global race for talent acquisition and development, and to be on the cutting edge of innovation and technology, we cannot afford to leave millions of Americans behind.

The round table is bringing together remarkable trailblazers and groundbreakers in science, technology, engineering, mathematics, and medicine — all accomplished men and women from largely underrepresented minorities, including African Americans, Native Americans and Hispanics. This discussion will explore and initiate constructive, action-based strategies as part of a national movement that fosters and encourages individuals from underserved demographics to invest in, aspire to, and enter and succeed in STEM disciplines.

This forum will be conducted in the style of “Shark Tank”, where participants will be divided into groups who will develop a solution to a given question. The groups will then present their solution as a “pitch” to a panel of experts who will play the role of “sharks” who must decide the viability of the solution and whether it can be successful. Participants will leave this discussion with a new perspective on the issues we are facing, and real, actionable ideas on how to change the paradigm for the future.

Each of us has a role to play in building a courageous framework for a future that engages the best and brightest minds from marginalized and underrepresented communities in STEM and medicine.

**We are changing the face of STEM.**

# ROUNDTABLE SHARK EXPERTS

## RONALD COPELAND

Dr. Copeland is senior vice president of National Diversity and Inclusion strategy and policy and chief Diversity and Inclusion officer for Kaiser Permanente. Dr. Copeland, a native of Rochester, N.Y., earned his bachelor's degree from Dartmouth College and his medical degree from the University of Cincinnati Medical College. He completed his residency in general surgery at the State University of New York Upstate Medical Center in Syracuse. He joined Kaiser Permanente in 1988 after a six-year honorable tour of duty in the United States Air Force Medical Corps, and has served as the executive medical director since 1998. Additionally, he serves on numerous boards, including: The Free Medical Clinic of Greater Cleveland; Cleveland MOTTEP (Minority Organ Tissue and Transplant Education Program); National American Heart Association Diversity Leadership Committee; American Stroke Association, Cleveland Chapter; and Cleveland Museum of Natural History and serves as a member of its Health care Advisory Committee.



## RITA COLWELL

Rita Colwell is a Distinguished University Professor both at the University of Maryland at College Park and at Johns Hopkins University Bloomberg School of Public Health, senior advisor and chairman emeritus at Canon US Life Sciences, Inc., and president and CEO of CosmosID, Inc. Her research interests are focused on global infectious diseases, water, and health. Colwell is currently developing an international network to address emerging infectious diseases and water issues, including safe drinking water for both the developed and developing world. One of Colwell's degrees from institutions of higher education, including her alma mater, Purdue University. She is the recipient of the Order of the Rising Sun, Gold and Silver Star, bestowed by the Emperor of Japan; the 2006 National Medal of Science, awarded by the President of the United States; and the 2010 Stockholm Water Prize, awarded by the King of Sweden.



## DEBBI JARVIS

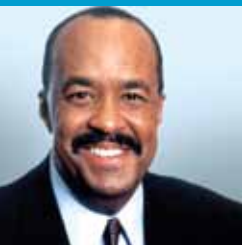
Debbi Jarvis is the Vice President of Corporate Relations at Pepco Holdings, an Exelon Company. Jarvis and her team develop strategies around corporate goodwill in the communities served by Pepco Holdings and its three operating utilities. She works closely with the region presidents for Pepco, Delmarva Power and Atlantic City Electric. Ms. Jarvis previously served as Vice President of the award winning Corporate Communications team of Pepco Holdings, Inc. (PHI). Before joining PHI in 2004 as Manager, Media Relations, Ms. Jarvis served as a news anchor and reporter with NBC4 in Washington. She enjoyed more than 20 years of success in TV and radio news, advertising and marketing in the Washington, D.C., Ohio, Michigan and Connecticut broadcast markets. Jarvis currently serves as Leadership Montgomery's Board Chair. Jarvis has served on the boards of a number of other charitable organizations in the Washington, D.C. area and beyond and has handled emcee duties for dozens more. Jarvis graduated with a degree in International Business from Hope College in Holland, Michigan.





### **COLIN PARRIS**

Dr. Parris is currently the Vice President, Software Research at the General Electric Global Research Center in Niskayuna, NY. In this role he is responsible for all of the analytics, software and software systems research for GE's Industrial and Capital businesses. Dr. Parris is an Officer of the General Electric Company. Dr. Parris received a Doctorate of Philosophy in Electrical Engineering at the University of California, Berkeley (Ph.D.E.E.), a Masters in the Science of Management (M.S.M.) from Stanford University (as a Sloan Fellow), a Master's of Science in Electrical Engineering and Computer Science at the University of California, Berkeley (M.S.E.E.C.S.), and a Bachelor of Science in Electrical Engineering at Howard University (B.S.E.E.). He has also received various technical and community honors and awards and has published several technical papers and has 6 patents.



### **ROBERT ROSS**

Robert K. Ross, M.D., is president and chief executive officer of The California Endowment, a health foundation established in 1996 to address the health needs of Californians. Prior to his appointment in July 2000, Dr. Ross served as director of the Health and Human Services Agency for the County of San Diego from 1993 to 2000, and Commissioner of Public Health for the City of Philadelphia from 1990 to 1993. Dr. Ross has an extensive background in health philanthropy, as a public health executive, and as a clinician. His service includes: medical director for LINK School Based Clinic Program, Camden, New Jersey; instructor of clinical medicine, Children's Hospital of Philadelphia; and faculty member at San Diego State University's School of Public Health. He is a Diplomate of the American Academy of Pediatrics, served on the President's Summit for America's Future and as chairman of the national Boost for Kids Initiative. Dr. Ross received his undergraduate, Masters in Public Administration and medical degrees from the University of Pennsylvania in Philadelphia. Dr. Ross was a Robert Wood Johnson Clinical Scholar from 1988 to 1990, focusing on urban child health issues.



### **RICHARD TAPIA**

Richard Tapia is a mathematician and professor in the Department of Computational and Applied Mathematics at Rice University in Houston, Texas. He is internationally known for his research in the computational and mathematical sciences and is a national leader in education and outreach. Tapia's current Rice positions are University Professor (only the sixth individual afforded this title in the 100-year history of Rice University), Maxfield-Oshman Professor in Engineering, Director of the Center for Excellence and Equity in Education, and Director of the Rice Graduate Education for Minorities and Empowering Leadership Alliance Programs. The first in his family to attend college, Tapia went on to receive B.A., M.A. and Ph.D. degrees in mathematics from the University of California, Los Angeles. He is currently an adjunct faculty member of both Baylor College of Medicine and the University of Houston. Professor Tapia is recognized as a national leader in diversity and has delivered numerous invited addresses at national and international mathematics conferences, served on university diversity committees, and provided leadership at a national level.



# EVENING PARTICIPANTS

## **JENNIFER C. THOMAS**, *Mistress of Ceremonies*

Jennifer C. Thomas is an assistant professor in the Department of Media, Journalism and Film in the broadcast journalism concentration at her alma mater, Howard University. She is an award-winning veteran broadcast journalist whose career spans more than 25 years in network and local news. Most recently, she was an executive producer for CNN Headline News, and a news producer for CNN, where she continues to stay relevant in the industry as a freelance producer. She played a vital role in the network's coverage of major news stories, and was honored with recognition from the National Academy of Television Arts & Sciences for her contribution to CNN's September 11th coverage and Peabody Award recognition for her contribution to CNN's coverage of Hurricane Katrina. She also received national award recognition from the National Association of Black Journalists. Thomas is also founder of MediaReady Consulting LLC, a media training and marketing, event management, and communications consulting service. Thomas holds a Master of Arts Degree with a concentration in Arts and Culture from The Columbia University Graduate School of Journalism. She earned a Bachelor of Arts in Broadcast Journalism from Howard University.



## **J. MICHAEL MCGINNIS**

J. Michael McGinnis, M.D., M.A., M.P.P., is currently Senior Scholar and Leonard D. Schaeffer Executive Officer at the National Academy of Medicine (NAM). He is also an elected Member of the NAM, Executive Director of the NAM Leadership Consortium on Value & Science-Driven Health Care, and founder and facilitator of its Learning Health System initiative. He served as founding director/chair of: the health program group at the Robert Wood Johnson Foundation; the World Bank/European Commission Task Force for Health Reconstruction in Bosnia; the federal Office of Research Integrity, and the HHS Nutrition Policy Board. Early in his career, he served as director of the World Health Organization's smallpox eradication program in Uttar Pradesh, India, and director of the U.S.-Eastern Europe cooperative health research program. Educated at Berkeley (AB), UCLA (MA, MD), and Harvard's Kennedy School of Government (MPP), he is perhaps most recognized for his research and publications on population health and the root causes of morbidity and mortality. Honorific recognitions include the federal Distinguished Service Medal, the 1996 National Health Leader of the Year award, and the 2013 national Public Health Hero award.



## **THOMAS RIDGE**

Tom Ridge is Chairman of Ridge Global. Following the tragic events of September 11th, 2001, Tom Ridge became the first Assistant to the President for Homeland Security and, on January 24, 2003, became the first Secretary of the U.S. Department of Homeland Security. During his DHS tenure, Secretary Ridge worked with more than 180,000 employees from a combined 22 agencies to create an agency that facilitated the flow of people and goods, instituted layered security at air, land and seaports, developed a unified national response and recovery plan, integrated new technology and improved information sharing worldwide. Tom Ridge served as Secretary until February 1, 2005. Before the events of September 11th, Tom Ridge was twice elected Governor of Pennsylvania. Governor Ridge's aggressive technology strategy helped fuel the state's advances in economic development, education, health care and the environment. He serves on the boards of the Institute for Defense Analyses, the Center for the Study of the Presidency and Congress and other private and public entities. He is currently chairman of the U.S. Chamber of Commerce's National Security Task Force.





### **ROSA MENDOZA**

Rosa serves as Executive Director of the Hispanic Technology and Telecommunications Partnership. As Executive Director, Rosa informs administration officials, congressional staff, and state and local representatives about telecommunications and technology policy issues and how they will impact the Latino community. She represents HTTP at meetings, conferences, conventions, and industry gatherings. Rosa performs expert analysis on telecommunications and technology policy to develop advocacy briefs that can bring the needs of Latinos to the forefront. Prior to joining HTTP, Rosa served as the Manager of Special Projects for The Raben Group, where she assisted clients with coalition building, strategic planning and research, with a focus on the firm's LatinStrategies division. Rosa worked with clients such as MasterCard, Google and Hispanics for a Fair Judiciary. Rosa holds a Bachelor of Arts in Communication with an emphasis in public relations and a Master's Degree in Education with an emphasis in Higher Education Administration from Washington State University. She is also adept in bilingual communications.



### **RICHARD STEPHENS**

Rick Stephens retired from The Boeing Company after a 33-year career, including his final eight years as the leader of Human Resources and Administration. His focus has been on leadership and managing complex business and technical challenges, including those related to Boeing's Space Shuttle and Homeland Security businesses. He has spoken to thousands around the globe on workforce development, was inducted in the National Management Association Hall of Fame, supported three U.S. Cabinet Secretaries, has testified before Congress, and served on the U.S. President's Council for Tribal Colleges. Passionate about improving education both inside and outside of the classroom, he works directly with community leaders to agree on common language, shared values, vision, and measures of success. Stephens received his Bachelor of Science degree in mathematics in 1974 from the University of Southern California and his Master of Science degree in computer science in 1984 from California State University, Fullerton. Stephens is an enrolled member of the Pala Band of Mission Indians and served as its chairman from 1988-89. He is a former U.S. Marine Corps officer.



### **TALITHA WASHINGTON**

Dr. Talitha Washington is a tenured Associate Professor of Mathematics at Howard University. She is currently a Program Officer at the National Science Foundation in the Division of Undergraduate Education. Dr. Washington completed her undergraduate studies in mathematics at Spelman College and studied abroad at the Universidad Autónoma de Guadalajara, Mexico. She earned her master's and doctoral degrees in mathematics from the University of Connecticut. She was a VIGRE Research Associate in the Department of Mathematics at Duke University. She held assistant professorships at The College of New Rochelle and the University of Evansville, and most recently, an associate professorship at Howard University. She serves on the Council of the American Mathematical Society (AMS). She also completed the Project Management Certificate program at Georgetown University and participated in the Summer Leadership Institute, led by the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS). She has coordinated the EDGE (Enhancing Diversity in Graduate Education) Program and has led a Mathematical Biosciences Institute (MBI) Research Experience for Undergraduates.



### **TWYLA BAKER-DEMARAY**

Twyla Baker-Demaray is the President of Nueta Hidatsa Sahnish College in New Town. She is a citizen of the Mandan, Hidatsa, & Arikara Nation and Bush Foundation Native Nation Rebuilder (Cohort 2). She was previously the project director of the National Resource Center on Native American Aging. Baker-Demaray is also the principal investigator for the National Indigenous Elder Justice Initiative (NIEJI), both at the Center for Rural Health (CRH) at The University of North Dakota (UND) School of Medicine and Health Sciences (SMHS) in Grand Forks. Baker-Demaray has published her research on diabetes, cancer, and suicide prevention in academic journals and popularly. She holds a Bachelor of Science degree in environmental geology and technology and earned a Master of Science degree in education general studies, and a Ph.D in Teaching & Learning/research methodologies.



## WE LEAD THE WAY

NC State Engineering is driving global innovation in energy, healthcare and technology while bringing women and students from historically underrepresented groups into the field of engineering.

### **Among U.S. engineering schools, NC State ranks:**

2<sup>nd</sup> in B.S. degrees awarded to African Americans among schools that are not HBCUs\*\*

4<sup>th</sup> in percentage of B.S. degrees awarded to women among top public colleges of engineering

In the top 15 nationally in:

- Number of M.S. degrees awarded to women
- Number of Ph.D.s awarded to African Americans among schools that are not HBCUs
- Number of Ph.D.s awarded to women
- Number of tenured/tenure-track African-American faculty among schools that are not HBCUs
- Number of tenured/tenure-track women faculty

[www.engr.ncsu.edu](http://www.engr.ncsu.edu)

## Science, Technology, Engineering and Mathematics at Unilever... an exciting career.



**At Unilever, R&D's mission is to build brands through benefit-led innovation, unlocked by Science & Technology.**

Unilever is one of the world's leading suppliers of Beauty & Personal Care, Home Care, and Foods & Refreshment products.

We reach 2.5 billion consumers a day, across 190 countries. We have 161,000 employees globally and generated sales of €53.7 billion in 2017.

When consumers reach for nutritionally balanced foods or delicious ice creams, affordable soaps that combat disease, luxurious shampoos or everyday household care products, there's a good chance the brand they pick is one of ours.

Our range of world-leading brands include Lipton, Ben & Jerry's, Knorr, Dove, Axe, Hellmann's and Seventh Generation. Trusted local brands designed to meet the specific needs of consumers in their home market such as Suave.

Whatever the brand, wherever it is bought, we're working to ensure that it plays a part in helping fulfill our purpose as a business – making sustainable living commonplace.

We have exciting job opportunities for you with our R&D teams in:

- Trumbull (Connecticut)
- Englewood Cliffs (New Jersey)

UNILEVER IS PRESENT IN

**190**  
COUNTRIES

~6000 R&D EMPLOYEES  
WORLDWIDE OF WHICH

**57%** 

WE REACH  
**2.5 bn**  
CONSUMERS A DAY 

 **48%**  
R&D MANAGERS  
ARE WOMEN





# ABOUT URU, THE RIGHT TO BE, INC.



URU was founded in 1995 by a group of artists from New Haven, Conn. and New York City, who collectively wanted to give something back to their communities. Led by Crystal R. Emery, this collaboration morphed into URU, The Right To Be, Inc.

URU's work is based upon the belief that art is a powerful source of expression and self-empowerment fundamental to the individual human spirit, as well as to the functioning of a civil society; one that can define and transform civilizations and individuals. Our motto, "To challenge hearts and minds through the arts," reflects our strong belief in inclusion, education, quality, enlightenment, enjoyment, civic responsibility, personal growth and self-empowerment through the arts.

Since its inception, URU has touched and inspired audiences in excess of 12 million people across the United States and the world and has enriched the lives of more than 100,000 children. The key to URU's success is its unique wellspring of national and local relationships – built over the course of 20 years and within more than 75 communities working with over 250 organizations – dedicated to collaboratively producing powerful, engaging programming. URU brings together diverse groups of community members, supplies customized tools and employs proven strategies and techniques to effect powerful, tangible and profound change.

URU's span of influence continues to grow. URU's award-winning documentary film has been chosen by the American Film Showcase project, in conjunction with the U.S. State Department, and was shown in the U.S. Embassies in Ethiopia in February 2018 and Germany in March 2018. This accomplishment is positioning URU and its innovative programs to reach global audiences, underscoring our goal of bringing this initiative to audiences around the corner, across the country and throughout the world.

URU has a broad range of programming beyond film. Whether it is "Mi Casa Es Su Casa," an artistic exploration of the music of the Puerto Rican countryside; the interactive children's environmental project, "This is where I Live: Don't Dump on Me"; or educational outreach initiative, *Changing the Face of STEM*, all our work is based on making our society more inclusive and our workforce more equitable and representative of our fellow citizens.

We encourage and inspire our participants by providing "road maps" to help them step beyond the limited perspectives they sometimes place upon themselves toward an understanding that all parts of our society are connected within an interdependent "ecosystem" that needs balance and inclusion to achieve its full potential. That means that our actions – as both individuals and groups – affect other individuals and groups and, ultimately, the total sum of who and what we are as a civil, humane society. We fervently believe, as the Rev. Dr. Martin Luther King often said so eloquently, "Injustice anywhere affects justice everywhere."

# ABOUT CHANGING THE FACE OF STEM (CFS)

**Changing the Face of STEM (CFS)** is a national education and engagement initiative that addresses the disparities created by decades-long disenfranchisement of marginalized communities, diverse groups and forgotten populations — disparities that have thwarted career opportunities in Science, Technology, Engineering and Mathematics (STEM) and medicine disciplines.

Created by Crystal R. Emery, founder and CEO of URU The Right To Be, Changing the Face of STEM is designed to encourage black, brown, disabled and female children to aspire to and pursue careers in STEM, despite institutionalized lack of racial and gender equity and access. It draws its content and inspiration from historic and contemporary leaders in STEM fields to create a new cultural narrative for young people and their families — a narrative where discovery, innovation and critical thinking are the norm, rather than the exception. CFS also challenges and works with policymakers and institutions of higher learning around their policies and support of creating real change.

Through unique collaborations and mentoring opportunities, Changing the Face of STEM offers a broad range of experiential learning opportunities designed for students at various levels in academic and community settings. We engage our partners to form, support and empower local collaborations to dismantle the barriers of poverty, racism, and low expectations. We do this by day-long workshops in schools, community organizations, mentoring programs or other institutions.

## **Changing the Face of STEM has four key components:**

- **Educational Outreach and Community Engagement Program** — A program of workshops, which has already

reached 6,000 participants in schools and community settings, encourages students to envision themselves as the next generation of STEM innovators.

- *The Master Builders of the Modern World — Reimagining the Face of STEM* — highlighting the unsung and unseen heroes who have created much of our modern technology.
- *Black Women in Medicine* — An award-winning 66-minute documentary that has been viewed by over 12 million people worldwide.
- *Against All Odds: Celebrating Black Women in Medicine* — A 264-page biographical photo essay book, with over 3,000 copies distributed

## **What is the secret of our success? How do we do this differently?**

In addition to our unique use of collaborations and partnerships within targeted communities, Changing the Face of STEM also uses first-person and historic narratives to support our messages. Our “narrators” are real people who share surprisingly similar stories of how they view themselves and their life experiences: collective stories that show how they developed their ability to navigate contexts from the powerful frameworks of their families, members of their local communities and mainstream society.

By using the tools and insight they gain from CFS, children and their families, policymakers will develop the ability to see “wide-open” opportunities for the future. That is the power of Changing the Face of STEM.

**‘[Science] is more than a school subject, or the periodic table, or the properties of waves. It is an approach to the world, a critical way to understand and explore and engage with the world, and then have the capacity to change that world...’**

*President Barack Obama, March 23, 2015*

# OUR HISTORIC JOURNEY

**"We cannot expect in the immediate future that all women who seek it will achieve full equality of opportunity. But if women are to start moving towards that goal, we must believe in ourselves or no one else will believe in us; we must match our aspirations with the competence, courage and determination to succeed."**

*Rosalyn Yalow, Medical Physicist, awarded Nobel Prize in 1977*

In December 2010, Dr. Forrester Lee of the Yale School of Medicine invited Crystal R. Emery and several doctors to meet Dr. Doris Wethers, who, in 1952, became the third Black woman graduate of that institution. Crystal asked Dr. Wethers why she chose Yale, despite the university's reputation as a "good ol' boys" citadel. "When you graduate summa cum laude with degrees in biology and chemistry, where else would you go?" Dr. Wethers replied. She simply went where she knew she deserved to go.

Crystal suspected there were many Black women like this; women steadfastly pursuing their dreams, despite a society that undervalues and underestimates what Black girls can become when they grow up. Those same misperceptions hold true for other marginalized identities.

Whether it was in interviews for *Black Women in Medicine*, Crystal's award-winning documentary film; her biographical essay book, *Against All Odds: Changing the Face Of Medicine*; or her current book project, *Present and Unaccounted For: Master Builders of the Modern World – Reimagining the Face of STEM*; Crystal again sensed a confident grace and a determined spirit in those with whom she spoke. While each person was unique, each also was connected by a common thread of determination, resilience and strength – unified in their refusal to allow others to prevent them from achieving their full potential.

As these doctors, scientists, engineers and others talked about their lives, Crystal was inspired by how they confronted and overcame adversity. They seldom knew if the obstacles they encountered were caused by racism,

sexism or classism, nor did that matter to them. While striving to finish their educations and achieve their goals, they had little time to consider the nature of the forces trying to keep them down; they just knew they had to rise above the ideas and people threatening their dreams. While this project started out as a "little" film, it ultimately expanded into two books, a feature-length documentary seen by more than 2 million households via American Public Television and a national education and engagement tour.

The film was selected to be part of the American Film Showcase by the U.S. State Department, which highlights the value of film in fostering understanding, cooperation, dialogue and debate; and will be screened in American Embassies throughout the world. Additionally, URU has produced four STEM projects, built robots with students and piloted the "Magic of the Microscope" workshop.

Over the last five years, the Changing the Face of STEM Initiative has evolved from a seminal concept to a global force of awakening: a multimedia showcase celebrating the triumph of the human spirit as it rises above adversity and fights for a more just, healthier world for all.

The journey to this time and place has been truly remarkable, yet each new achievement is just one milestone along the path that began in 2010. More challenges lie ahead in the struggle to ensure a more equitable society for all, and Crystal and URU The Right To Be will continue to face and conquer those challenges – with creativity, dedication and passion.

# NATIONAL EDUCATION AND ENGAGE

All locations are part of URU's Multimedia National Educational and Engagement Initiative that includes workshops, books, films, one-on-one dialogues with thought leaders, and in-depth discussions on the future of STEM careers.

**November 15, 2015**

Officially launched the educational initiative with signing of the newly published *Against All Odds: Celebrating Black Women in Medicine* at kickoff events throughout the Northeast. Kick-off events between November and December included more than 500 people at screenings, book signings and receptions in New Haven, CT, New Rochelle, NY, and Washington, D.C.



**September, 2016**

*Black Women in Medicine* completes all requirements to become Academy eligible.



**April 1, 2016**

"Building Bridges: The Power of the Sisterhood" University of New Mexico School of Medicine with keynote from Dr. Joycelyn Elders, former Surgeon General of the United States.



**May 19, 2016**

Convening of Strategic Partners, New Haven, CT.



**October 24, 2016**

The California Endowment Los Angeles, CA. Bill Duke and Danny Glover join over 300 others to support the initiative.



# MENT INITIATIVE: KEY MILESTONES



**April 12, 2017**

Changing the Face of STEM "The Power of Media" workshop and Black Women in Medicine screening at the YMCA Youth and Teen Center in Atlanta, GA.



**August 21, 2017**

Black Women in Medicine is shown at the BronzeLens Film Festival in Atlanta, GA. Crystal R. Emery and URU takes home the Spirit Award.



**June 22, 2017**

"You Can't Be What You Can't See" Forum on Diversity and Inclusion in STEM held in conjunction with the National Academy of Sciences, Engineering, and Medicine at the National Academy of Sciences in Washington, D.C.



**May 6, 2018**

Crystal R. Emery gives the Commencement Address to College of Liberal Arts and Sciences at the University of Connecticut. She is also awarded an honorary Doctorate of Letters.

# HIGHLIGHTS OF PREVIOUS AND UPCOMING EVENTS

All locations are part of URU's Multimedia National Educational and Engagement Initiative that includes workshops, books, films, one-on-one dialogues with thought leaders, and in-depth discussions on the future of STEM careers.

## PAST EVENTS

### MAY 2017

- May 6 – Full Program with Wellesley College, YMCA Boston and Diva Docs Boston, Boston, MA

### JUNE 2017

- June 22 – “You Can’t Be What You Can’t See” Congressional Forum held in conjunction with the National Academies of Sciences, Engineering and Medicine. National Academy of Sciences, Washington, D.C.

### AUGUST 2017

- August 25 – Black Women in Medicine BronzeLens Film Festival, Crystal wins spirit award, Atlanta, GA

### SEPTEMBER 2017

- September 12 – Keynote, National Organization on Disability at Boeing, Washington, D.C.
- September 25 – *Black Women in Medicine* screened at the Cleveland Urban Film Festival, Cleveland, OH

## UPCOMING EVENTS

### JULY 2018

- July 30 – Speaker, Respectability’s From Washington to Hollywood and Beyond: The Future of Americans with Disabilities, Washington D.C.

### OCTOBER 2018

- October 2 –Keynote, National Disability Employment Awareness Month for National Security Agency, Washington, D.C.
- Albuquerque, NM TBD

# ABOUT THE FILMS

## THE POWER OF MEDIA: MEDIA LITERACY AND IMAGES OF BLACKNESS (COMMUNITY GROUPS)

This film focuses on recognizing, dissecting and dispelling the negative representations of people of color in mainstream media. In any given day, people, from children to adults, are bombarded by the sights, sounds and messages that push a certain cultural narrative about women and people of color in today's racially stratified society. This film will help the audience be more aware of the overarching presence of these images in everyday life, and their impact on the psyche, esteem and confidence of those who are so misrepresented. By sharing the necessary tools to combat these images, community organizers, educators and parents will be able to efficiently and accurately assist children, young people and each other to identify, dissect and dispel the ongoing onslaught of negative representations of people of color that are present in mainstream media.

## BLACK WOMEN IN MEDICINE

"You can't be what you can't see." This quote from Former U.S. Surgeon General Dr. Joycelyn Elders speaks to the importance of exposing young women and minorities to role models in the medical field in the groundbreaking documentary, "Black Women in Medicine." Directed by Crystal R. Emery, the film shines the spotlight on women who have succeeded against all odds in a male-dominated field. "Black Women in Medicine" was met with high critical acclaim after theatrical runs in Los Angeles and New York and becoming Academy qualified, and, thanks to showings in the U.S. Embassies in Ethiopia and Germany, has since been shown in over 12 million homes around the world.

The first documentary of its kind, "Black Women in Medicine" chronicles the unsung journeys of Black female

doctors who have risen above inequality to excellence to become leaders in their fields. It explores race and gender inequities impacting the contemporary physician workforce, while paying tribute to pioneers in the field. The film also replaces negative imagery—the mainstream media's false and debasing historical narrative regarding race, ethnicity, gender and character—with positive images of successful Black female doctors.

## DEADLIEST DISEASE IN AMERICA

"The Deadliest Disease in America" is a film that focuses on the various symptoms of racism in the health care system. It captures personal testimonies at a public forum on discrimination in health care, highlighting historical examples of racist practices in American health care like the Tuskegee experiment, and identifies a few model programs for addressing the health care needs of low income racial and ethnic minorities around the country.

By focusing on health disparities through the film, it raises awareness of underlying structural barriers in the health care delivery system which is then addressed through public policy changes at the individual, community, state, and federal levels.

**"You can't be what  
you can't see."**

*Dr. Joycelyn Elders*



NATIONAL

CONFERENCE

# Honor the Past Be the Future

## Join us for the **AISES 2018** **National Conference**

This premier event for Native American STEM talent features over 100 top-notch sessions focused on STEM technology, research, and knowledge. It is a prime environment to strengthen business partnerships, meet STEM students, engage with professionals and interact with action-oriented, forward-thinkers.

### Conference Highlights

- Impressive Keynote Speakers
- Largest American Indian College and Career Fair
- Research Competitions
- Industry Partner and University Tours
- STEM and Business, Research, and Educator Session Tracks for Pre-College, College and Professionals
- Traditional Native Powwow and Native Artisan Marketplace

[www.conference.aises.org](http://www.conference.aises.org)



AMERICAN INDIAN SCIENCE  
AND ENGINEERING SOCIETY

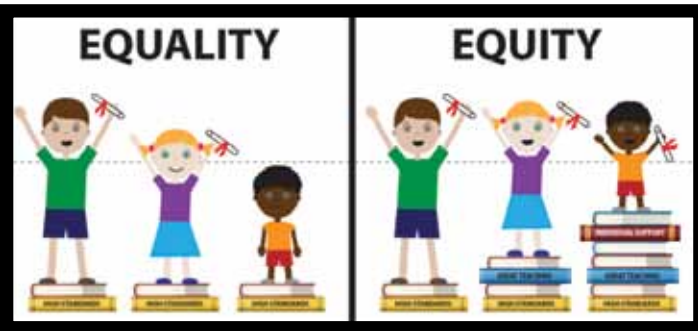
**#AISESNC**

OCTOBER 4-6, 2018 | COX CONVENTION CENTER | OKLAHOMA CITY, OK



# OUR CHILDREN

These are all photos from URU events.





## BRINGING HOPE AND MORE TO PATIENTS AND THEIR FAMILIES

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Alexion proudly supports Changing The Face of STEM and URU The Right To Be, Inc.

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Since its founding, Alexion has given hope to people who had none and shined a light on those who felt isolated and alone. But we know that fighting rare diseases takes so much more than hope. It requires persistence, dedication, and a relentless pursuit of the highest levels of medical innovation.

The dedication and passion of our employees enable us to stay focused on what matters most. We act with integrity, urgency, and discipline because we know that lives are at stake.

[alexion.com](http://alexion.com)



# JOIN US ON OUR JOURNEY: A VISION FOR A BETTER WORLD

Did Bill Gates know his business success with Microsoft would lead him to become one of the world's most influential philanthropists? Did Rosa Parks realize she would forever change history when she refused to give up her seat on that bus?

While each of them had an uncompromising determination, their visions would never have become reality without the groundswell of support required to drive massive social change. Their journeys from dream to reality were made possible by supporters who believed, trusted and invested in them – both spiritually and financially. Without those supporters, the countless visionaries who have made our world a better place would never have made the same impact.

URU's ground-breaking, multimedia project Changing the Face of STEM, is approaching a significant milestone on its journey toward changing belief systems, nourishing the dreams of young black, brown, disabled, and women children in America, and truly changing the way they dream and the goals they can achieve for generations to come.

With the danger looming of proposed education budget cuts totaling 9.2 billion dollars, American families are seeing the prospects of educational opportunities disappear for their children. Conversely, the demand for jobs in STEM-related occupations will surge to more than 9 million by 2022\*. How will we make the investment in our children so that they are prepared to be innovators and problem-solvers?

## Investing in the Future

URU has come to this point with hard work; determination, and generous support from individuals, foundations and corporations who share our vision. To achieve and sustain success in today's world of instant information, Facebook posts and Tweets are not enough. In truth, our children don't take anything seriously unless they see it on their cell phones. Never before in our history have the 1964 words of media theorist Marshall McLuhan rung so true: "The Medium is the Message."

We need supporters willing to do more than just congratulate us on the great work that we are doing; we need them to invest in our vision so that we can maintain this important work for decades to come. In a monetary transaction, something tangible is "purchased." When you invest in a vision, however, it's so much more. It is an exchange of spirit, of essence. It is the heart's acknowledgement of the declaration, "I am my brother's keeper."

There are many ways you can join with us to build equality in the STEM fields and beyond. Underwriting the cost of bringing the project to a city or school means you have ensured that our impactful workshops, film screening, and books are brought directly to the youth that need it the most. Making an unrestricted donation to URU means we can put your gift to work exactly where it is most needed. You can also make a personal connection and mentor young people who are interested in STEM fields. A supportive adult can make the difference between achieving goals and giving up on them. If you know of employment opportunities or internships in STEM, share them with young people and let us know, and we'll spread the word. If you have more ideas on how we can all work together to change the face of STEM, reach out!

**Call our office at 203-389-7466 or email us at [info@uruglobal.org](mailto:info@uruglobal.org) to share your thoughts. For more information or to make a donation, please visit our website at <https://ururighttobe.org/donate>.**

Together we can be part of the movement for social change; to make our nation and our world a healthier, more equitable place to live, work and succeed. Please join URU on our quest to bring Changing the Face of STEM to cities and towns across America and around the world. Please, make a commitment today.

# Humanity is alive and well.

When we care for one another, we help each other heal.

Dignity Health is proud to support URU The Right To Be, Inc. and their initiative, Changing the Face of STEM: A Transformational Journey, for engaging their communities to find sustainable solutions in increasing diversity and inclusion in the STEM and medical professions.

**Hello humankindness®**



[dignityhealth.org](http://dignityhealth.org)

# FUNDERS FOR CHANGING THE FACE OF STEM

Alexion  
American Indian Science and Engineering Society  
California Endowment  
Community Foundation of Greater New Haven  
Dignity Health  
Edelman PR  
Gordon and Betty Moore Foundation  
Josiah Macy Jr. Foundation  
Kaiser Permanente  
Manchester Bidwell Corporation  
Massachusetts Institute of Technology Department of Physics  
North Carolina State University College of Engineering  
State Farm  
Unilever  
UPMC Health Plan  
William Graustein  
W. K. Kellogg Foundation

## ADDITIONAL SUPPORT

American Diagnostic  
Coca Cola  
Costco Wholesale  
Hanes Brands  
OWI Robots  
Subway



# TRANSFORMATIONAL JOURNEY

URU continues to expand. It has been an honor to have met some of the most remarkable people from every walk of life on this transformational journey. We are humbled by the support offered by so many amazing people, and standing beside them, we will continue to bring our message to people around the world.









## **Building a healthy future**

UPMC Health Plan is proud to support the  
**Changing the Face of STEM Forum.**

[www.upmchealthplan.com](http://www.upmchealthplan.com) | **UPMC HEALTH PLAN**

# OUR COLLABORATORS

## **Advancing Minorities' Interest in Engineering (AMIE)**

- Advancing Minorities' Interest in Engineering (AMIE) is a coalition of corporations, government agencies and the Engineering Schools at the ABET accredited Historically Black Colleges and Universities (HBCUs). Through fostering partnerships between corporations and/or government agencies and one or more of the HBCU engineering programs AMIE aims to achieve diversity in the engineering workforce. AMIE's commitment to fostering partnerships that attract, develop, recruit and graduate minorities in engineering has been its ongoing focus since its inception. AMIE assures that the STEM talent pipeline has diverse and exceptional talent for industrial and governmental businesses who seek diverse perspectives in their workforce. AMIE's future success will be achieved through developing partnerships with organizations like yours!

## **The American Indian Science and Engineering Society (AISES)**

is a national, nonprofit organization focused on substantially increasing the representation of American Indians, Alaska Natives, Native Hawaiians, Pacific Islanders, First Nations and other indigenous peoples of North America in science, technology, engineering and math (STEM) studies and careers. Founded in 1977, with a rapidly expanding membership of more than 4,000 individual members, AISES sustains 189 chartered college and university chapters, 15 professional chapters, and 158 affiliated K-12 schools supporting

American Indian students in the critically needed disciplines of Science, Technology, Engineering and Math (STEM). AISES has awarded over \$10.3 million in academic scholarships to American Indian STEM students. Through scholarships and internships, workforce development and career resources, national and regional conferences, science fairs, leadership development and other STEM focused programming, AISES is the leader in STEM opportunity for American Indians.

## **Black Women in STEM (B WISE)**

- Black Women in STEM is an organization that focuses on bridging the leadership gap for Black Women in the field of STEM. BWISE aims to create a community of black women in science and engineering fields who are savvy and ambitious. The BWISE mission is to empower Black Women through career and entrepreneurial development, insight and training. While the BWISE vision is to significantly impact the diversity of the STEM pipeline, both corporate and academic, from beginning to end. BWISE provides opportunities for black women to take control of their careers, allow them to make valuable connections, and network with other professionals through shared experiences.

# OUR COLLABORATORS

**Girl Scouts Nation's Capital** - Girl Scouts is the premier leadership organization for girls. Girls in grades K-12 have the opportunity to learn new skills, explore STEM, discover the outdoors, become entrepreneurs, while making new friends and having fun! Girl Scouts Nation's Capital serves the Greater Washington Region, with 87,312 members—60,193 girls and 27,119 adult volunteers and lifetime members. We believe in the power of every G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)<sup>™</sup> to change the world. Girl Scouts offers every girl a chance to practice a lifetime of leadership, adventure, and success. To volunteer, reconnect, donate, or join, visit [www.gscnc.org](http://www.gscnc.org).

**National Society of Black Engineers:** **NSBE** strives to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community. NSBE aims to stimulate and develop student interest in the various engineering disciplines, as well as increase the number of minority students studying engineering at both the undergraduate and graduate levels. NSBE encourages members to excel in fields of engineering and to obtain professional engineering registrations, promotes public awareness of engineering and the opportunities for Blacks and other minorities in that profession, and functions as a representative body on issues that affect the careers of Black Engineers

**The Society of Hispanic Professional Engineers (SHPE)** pronounced "SHIP" is a national non-profit organization that is focused on the concept of networking toward improving oneself professionally. The DC chapter of SHPE was established in 1988 to bring together like minded professionals in SHPE's 6 pillars - Career development, leadership development, professional development, chapter "familia" development, STEM pipeline development (professional-student chapter interaction), and community service. SHPE is open to all professionals (not only engineers and not only Latinxs) who share SHPE's mission of changing lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development. Join us at [www.shpe-dc.org](http://www.shpe-dc.org)

**YMCA of Metropolitan Washington** – Every day, the YMCA makes a positive and lasting impact on thousands of people in the DC region. For 160 years, we've been creating experiences that help children and adults grow—summer camp, child care, basketball, warm embraces, swim lessons, connections in classes, meaningful volunteer work, and so much more. At the Y, we empower our members and neighbors to Do Good, Be Good, and Feel Good each and every day. YMCAs in the U.S. have a history of serving their communities in resourceful and innovative ways. Whether you come to the Y to work, play or give, whether you are 5 or 55, we want to know what the Y means to you. Your experience inspires us to serve you better and will inspire others to lead healthier, happier lives through the Y!





No discussion on the history of social progress in the United States is complete without mention of the efforts of inspiring young people of all backgrounds.

For the past few years, the California Endowment has been working to support young people in their efforts to improve the health and well-being of their communities. Brooke said they are sending an advertisement to all young people in the state, asking them to share their ideas for improving the health of their communities. The advertisement will be sent to all young people in the state, asking them to share their ideas for improving the health of their communities. The advertisement will be sent to all young people in the state, asking them to share their ideas for improving the health of their communities.

and defended health care as a right for all. The California Endowment, Building Healthy Communities, and a wide range of partner organizations across the state strive to engage young residents not only because young people are often best equipped to identify inequities in their communities, but also because they have proven themselves to be highly effective change makers.

# TEAMWORK MAKES THE DREAM WORK

Working for a non-profit is not about the money. Our team works for pennies. Yet their passion and commitment for doing the right thing, for utilizing their talents for their own personal growth, and for the opportunity to help others.



# THANK YOU

## INDIVIDUALS

God, Higher Mind  
Alex Schuman  
Amie Fanning  
Anthony Graves  
Barbara Urban  
Bonnie Midura  
Carole Vande Velde  
Carrie Horton  
Charlayne Murrell-Smith  
Cheryl Lindsay  
Chuck Ross  
Craig Morioka  
Daniel Lind  
Dawn Jackson- Walston  
Dawn Monsees  
Desiree Urquhart  
Dorene Sapp  
Dwayne Proctor  
Dwayne Redd  
Edmund Bertschinger  
Emerald Craig  
Eric Johnston  
Erica Hayman  
Erika Jefferson  
Gloria Murry Ford  
George Thibault  
Guru Madeleine  
Holy Order of Yod  
Irving Wladawsky-Berger  
James Rawlings  
Janice Williams

Jennifer Thomas  
JoAnn Price  
Joia Johnson  
Joselyn Pena-Melnyk  
Karl Reid  
Katelyn Jackson  
Keith Walsh  
Kevin Clark  
Kevin Frederick  
Kim Dobson Sydnor  
Kim Ferris  
Kimberly King  
Laura DeStefano  
Leigh Miles-Jackson  
Linda Wharton Boyd  
Lisa Paz  
Lise Jorgensen  
Lonnie Smith  
Louis Martin- Vega  
Mankaa Ngwa-Suh  
Marcia McNutt  
Maria Jackson  
Maris Ann Bondi  
Michelle Miller  
Mohammad Qureshi  
Nicky Conroy  
Nikki Rauser  
Paula Davis  
Pat Jacobs  
Patsy Powell  
Patricia Bates  
Patricia Melton  
Patrick Lee

Peter Fisher  
PNC Financial Services  
Renate Reed  
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Rod Adkins  
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Rosa DeLauro  
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Scott Lammie  
Shirley Malcom  
Sonya Gray  
Stephen Perry  
Steve Aaron  
Teleange Thomas  
Tom Ridge  
Tom Rudin  
Veronica Nelson  
Victor Dzau  
Wade Rose  
William Ginsberg  
William Graustein  
William Strickland, Jr.  
Xochitl Yanez

It takes a village to raise a child, and it takes more than a village to make an event like this possible. Only together can we truly change the face of STEM. We would like to extend the warmest thanks to the first class team of hard-working scientists, doctors, engineers, and general staff who have brought us together today.

THANK YOU

more?

# SUPPORT



Your commitment to the cause draws us closer together.  
State Farm® proudly supports URU, The Right to Be, Inc. and your  
tireless efforts to build stronger and safer communities.

**Like a good neighbor, State Farm is there.®**





Need high res image - the one that was  
emailed is low res.

## **Changing the Face of STEM Forum A Transformational Journey**

Tuesday, June 12, 2018 at 3:00 pm  
National Academy of Sciences Building, 2101 Constitution Ave NW, Washington, D.C. 20418

### **For more information contact:**

#### **URU The Right To Be**

P.O. Box 26925, West Haven, CT 06516  
(203) 389-7466  
info@uruglobal.org

[www.urutherighttobe.org](http://www.urutherighttobe.org)

#ChangingSTEM2018, #ChangingTheFaceOfSTEM,  
#BlackWomenInMedicine

@ChangingSTEM, @CrystalREmery, @BlackWomenMDs

