Staying Power Tips from AAAS IF/THEN® Ambassadors

Empowerment through Self-Advocacy for Women in STEM



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Joyonna Gamble-George, Ph.D.
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1

Self-advocacy for graduate students to prevent difficult situations in your department

- ***Tip #1***: It is important to advocate for yourself, but it's also important to know when to let others advocate for you
- ***Tip #2***: The University has a hierarchy, know where you fit in
- ***Tip #3***: Once you know where you fit in, find mentors, advisors, persons of power who will have your back and advocate for you

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2 **Salary negotiations for careers in academia**

- ***Tip #1***: Centering comfort
- ***Tip #2***: Data driven
- ***Tip #3***: Assess and activate accomplices

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3 **Advocating for your career choices when your mentors/supervisors disagree**

- ***Tip #1***: Never lose sight of your professional and personal goals
- ***Tip #2***: Find mentors that understand different parts of your identities
- ***Tip #3***: Remember it is YOUR career and life

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4 Staying flexible, but true to yourself

- ***Tip #1***: Transferable skills are real
- ***Tip #2***: Do not settle for less than what you are worth
- ***Tip #3***: Bring others with you to the table

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5 **Marketing yourself and creating a professional brand to achieve your educational and career goals**

- ***Tip #1***: Master skills and gain recognition in your niche
- ***Tip #2***: Create a professional presence *(online and offline)*
- ***Tip #3***: Help others in your niche

Directions for Small Group Discussions

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Join a breakout room to discuss in small groups scenarios to apply self-advocacy strategies ***for 10 min***



After 10 min in breakout rooms, ***rejoin main room*** to discuss and answer your questions



SMALL GROUP DISCUSSIONS (10 MINUTES)

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Q&A

AAAS
AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

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