

Focusing on graduate students and new faculty establishing their desired career paths, what challenges or barriers currently exist for women and underrepresented groups on WWU's campus?

- Mentorship
- Financial support for grad students
- Time commitments
- Parenting decisions -> impact career path
- Access to resources that point to careers
- A barrier I see is not knowing people working in my field
- Lack of mentors and models to emulate
- Math- feminist pedagogy
- Exposure
- Time spent
- Role models
- Career path mentor
 - Career services
- Alumni program
- Virtual mentors
- Under-paid compared to male counter-parts
- Not feeling capable
- Probably an under-representation of women in STEM
- Lack of scholarships/ financial support
- Number of positions available
- Professional networking
- Connecting to networks in the field with a focus on WOMXN, PEDAGOGY AND RESEARCH
- Financial assistance in form of TA's and RA's
- Knowing how to obtain important information through "informal channels"
- RA's that do not come with out of state tuition waivers
- For international students, the requirement of financial responsibly is prohibitive for many international students.
- For grad students
 - Access to information regarding job opportunities after graduation, e.g. mentors/alumni/career services; especially non-academic jobs
- \$ managing time (job) and school
- Saying 'no'
- Time available

Focusing on reducing career path barriers for graduate students and new faculty, what kinds of support would help women and under-represented groups overcome these current challenges on WWU's campus?

- Assertiveness training
- To reduce career path barriers we as women can amplify and promote each other's ideas and suggestions
- Mentoring networks in alumni associations
- A weekly or monthly newsletter that highlights opportunities for women and minorities
- Clubs that focus on empowering women (I know there are some already- but help toward those clubs for marketing) might help
- K-12 outreach- fix or address the issue before women/girls get here-faculty and student outreach opportunities would be cool
- NCCWSL \$tart \$mart
- Creating opportunities for emotional as well as professional support for women and under-represented groups
- Set up mentoring lists
- Networking professionally
- Networking socially
- Scholarship/work opportunities
- Affordable housing
- Virtual mentors
- Research seminars
 - Focused on writing improvement
 - Writing (how to) a resume
 - Grad school applications
 - This would be a class for undergrads

AAUW/KWMIL Partnership

- Virtual network- career specific [chronus]
- Webpage- resource list
- \$tart \$mart Programming
 - Until Women's Day
- Promote AAUW scholarships
 - Especially for grad students
- Orientation for new faculty (+BTC, NWIC, WCC) for the community- integrate into calendar year
 - Tables with interest groups
 - Panel discussions
- Career Center 4 women
- Elect her
- NCCWSL- May leadership conference
- (ACE... Mid-upper career)
- Periodic networking events- campus and community

AAUW event feedback

If AAUW and KWMIL were to host another event like this, what should the event be like?

- “Themed” speaker + networking reception
- Pair up town and gown
- Same format, closer pairing
- Same format to finalize ideas that were mentioned today
- Similar format and discussion about common problems at various stages of life
- I like the brainstorming aspect- maybe getting more into detail on organizing some of those ideas. Alternatively, more student involvement, chance to share stories/advice with them
- The event today was nice- low stress. I would have enjoyed a one page list of all of the programs
- There is a lot of resources- but confusing to wade through all of the literature
- This was quite provocative, interesting and I think we should do it again
- This was a good venue. Maybe get questions out ahead of time?
- Would like to see the focus on a specific “goal” or area for a follow up meeting.
- Informed gathering of students and women with established careers (academic and non-academic)
- This was a great venue- informal is best for women. However, I am interested in co-hosting an event to bring women together to talk with a panel of women who have made it.
- Same. I enjoyed this a lot. Meeting lots of great women from the community
- Perhaps a panel addressing one facet of [what] we discussed-

How can we make a future event more inclusive?

- Target more grad programs at WWU
- More graduate students
- Western alumni association
- Other schools WCC, BTC, NWIC
- Are there other Bellingham organizations?
- Reaching out for grad students (and undergrads)
- Partnering with clubs on campus or making the event occur later (so students could join)
- Maybe add another group, like foreign students
- Invitations to senior or graduate students to participate to hear specific needs they have individually defined
- Take away the RSVP? People sometimes don’t like to commit to something so far in advance
- Reach out to groups on campus (Black Union, LGBT, Women’s Center)
- More PR/marketing
- Speaker series- inspirational
- Women in “x42” networking
- Invite retired faculty/alumni
- I would like to know more about ACE

Is there anything we should have thought of that we haven't yet?

- Nada- thank you!
- Directions to toilet
- The new ideas brought forward were great. We can keep them going each year
- Great venue, cookies were perfect
- Capitalize on international discussion potential
- I'd love to see more involvement (maybe via compass 2 campus) to encourage k-12 girls that struggle with STEM. They can be scientists/leaders too!
- How can we implement some of the ideas? Concrete happenings will be great
- So often, help comes down to making individual contacts so more events with students and faculty and community are good
- This was a good first step, but needs to be a continuing program
- Not that I can think of
- Love the virtual networking ideas, love the welcome for new faculty to community
- I guess as an outsider, I would like to know what already exists on campus to address the problems grad students/new faculty face