



Dr. Kamens received her PhD in genetics from Harvard Medical School and has had a varied career in academia, pharma, biotech and nonprofit. Over two decades ago, she founded the Boston chapter of the Association for Women in Science (MASS AWIS) after an entire week went by when she had no meetings with any other women. This led her on a journey as a scientist to understand the inequities that caused this disparity. She currently brings this unique perspective and background to her current work as a scientist and diversity, equity & inclusion consultant.

As Executive Director/CEO of the international biotechnology nonprofit, Addgene, Joanne experimented and implemented practical ways to create an inclusive workplace where every employee was able to thrive and contribute. She realized single digit employee turnover for a decade at Addgene and collaborated with dozens of inclusion organizations to make the company a Best Place to Work in Boston for 6 years running (#1 Best Place in 2016). Since 2021, Joanne has been sharing her experience and expanding her deep commitment to increasing inclusion in the workplace by consulting with organizations working to develop processes and culture that support organizational success. She learns and works with the Diversity North Group DEI Consulting team and serves on a number of boards including the National AWIS Board of Directors, the OpenBiome Board of Directors, and as an advisor to Scismic, a job matching site for life scientists.

Joanne is a leader in creating and supporting group mentoring programs and has been nominated for the Presidential Medal of Honor in STEM Mentoring. She does STEM career coaching for short and longer term clients. She speaks and does training widely on topics such as Winning Company Culture, Implicit Bias, Management Excellence for Inclusive Cultures, Making the most of Mentoring Relationships, and Building Relationships for Success.

Joanne Kamens, PhD

Scientist and Culture Consultant - For a full resume please see [Joanne's LinkedIn Profile](#)

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### Career Coaching and Support

Academic STEM training may include career readiness information, but for many, this important aspect of graduate education is not included as part of the mandatory curriculum. It is all too common for me to meet with 5-8 year graduate students or postdoctoral candidates who have had little or no career readiness training. Maybe they can pipet or use CAD software but they don't know how to make a living after they get their degrees. I have helped hundreds of STEM trainees and workers with advice, mentorship and concrete action steps for successful career transition and development. My rates for this service are low and I can be of substantial help in an hour or two of time.

### Introductory DEI Learning & Dialogue and Evaluation Program

Organizations or teams of <50 people may want to start on their diversity and inclusion journey but not know where to start. Smaller organizations may also not be able to afford consultant support in this burgeoning area. I provide affordable programs for any team. My introductory package includes the below components. It's a great way to engage your team and start this work with intentionality. Engaging an external party to administer a survey increases trust dramatically and increases the opportunity to get genuine feedback and direction for improvement.

<p><b>DEI Learning &amp; Dialogue</b> Design, delivery and follow up of a 2 hour DEI Learning &amp; Dialogue workshop. In person (travel reimbursement required) or virtual.</p>	<ul style="list-style-type: none"> <li>● Pre-reads before the workshop.</li> <li>● In person or virtual administration of the workshop.</li> <li>● Post-workshop toolkit with resources and further reading.</li> <li>● Brief feedback survey (3-5 questions) on the workshop administered by Consultant with data summary report provided after the workshop.</li> </ul>
<p><b>Inclusion &amp; Engagement Survey</b> Custom designed for your organization in collaboration with HR, CEO and/or designated liaison(s).</p>	<ul style="list-style-type: none"> <li>● Design of Demographic, Engagement and Inclusion online survey.</li> <li>● Delivery and administration of survey externally by Consultant to all staff so all data are fully confidential.</li> <li>● Presentation of survey results to CEO and/or designated liaison(s) with recommended next steps.</li> <li>● (Optional) Consultant to present results to the organization. Can also be done by Client with data provided.</li> </ul>

### Learning and Engagement Program Examples

Every organization is different. All of my presentations, workshops and dialogue sessions are customized to meet the audience where they are and, if appropriate, to integrate with a larger organizational DEI strategy. Below are examples of programs, but I am always able to create custom or specific focused topics sessions. I enjoy working in person and can be equally engaging and effective with virtual sessions or a mixture of both.

### What employees are looking for at work - Business case data

This is one of my only programs that is primarily a presentation and often serves as a program “kick-off”. This talk engages everyone with accessible information and data that presents the “why bother” of inclusive cultural efforts from both a moral imperative and a business case. I have presented on this topic in many settings including conferences, company all hands meetings, small group settings and large public presentations. My goal is never to create negative messaging or blame around the past, but to demonstrate how small actions and efforts can profoundly have a positive impact on everyone’s workplace and world experience.

### **How Our Words Drive Equity and Inclusion**

The language we use has a profound impact on the people around us. We can either enhance inclusion or drive exclusion by the choices we make. This session examines aspects of inclusion through the lens of language. This is a very good introductory dialogue for organizations beginning communal learning programs. Some of the topics that can be covered (4-5 per session) are listed here.

- *Using Correct Pronouns - Why this is impactful and **showing respect***
- *Disability - Using our language to **center on the person***
- *Race - **Language is changing** all the time, doing our best with intention*
- *Gendered language - How language can lead to **societal bias***
- *You say tomayto, I say tomahto - **Bias against accents** and non-native language speakers*
- *Allyship for others - **Acting** on our commitments to inclusion*
- *Health equity - **Inequities** leading to disparities, not visa versa*

### **Making the Leap to Leader**

Everyone talks about leadership, but what really defines a leader? It's not just about being the boss or managing work. It is about inspiring people to exceed their own expectations. This talk includes my personal thoughts on what makes leaders and some best practices for leading people with inclusive effectiveness

### **Mentoring Program design and implementation**

- I am a recognized leader in formation and support of mentoring programs within organizations and for cross organizational associations.
- **Peer mentoring workshops** Check out my [Peer Mentoring Video Series on iBiology](#) .
- **Mentoring best practices** workshops for mentors and mentees.
- **Sponsors at Home and Mentors Away: Establishing and making the most of support relationships for career success and inclusion.** Mentors and sponsors can play multifaceted roles in personal development, organizational inclusion and career advancement.

### **What’s Age Got to Do With It?**

As with all forms of bias, awareness and examination can help counteract the effects that pre-formed ideas have in clouding our judgements and attitudes. We all have an age identity and this changes over time so every person can all be a target of biased attitudes about stage of life. You may think initially about ageism as affecting only the elderly, but ageism bias can happen to anyone at any age. Consider, for example, generationism as in “all Gen Zers do this” type of comments. This session helps us recognize

age biases and begin the process of checking ourselves when they rise. This is a very good session for creating a fully inclusive “mindset” in that everyone has an age.

### **Inclusion for the Spectrum of Ability, Mental Health and Wellbeing in the Workplace**

Learn about the prevalence of the ability spectrum and prevalence in our communities. We'll discuss how we might act as allies and how we might adjust our work spaces, policies and personal actions to be more inclusive for people who have one or more different abilities or disabilities. We'll introduce “hidden disabilities”, particularly mental health and wellbeing with further dialogue about allyship actions and techniques for accommodation and support.

### **Harnessing Biases to Increase Inclusion**

The concept of Implicit Bias arose as a way to explain why discrimination in all forms persists, even though extensive research clearly shows that people oppose it. This workshop is a provocative one, presenting this concept with examples, supporting data and calls to action.

Some intended learnings:

- What is implicit bias and how does it develop in all of us
- See data to understand how implicit bias manifests in the world and the workplace
- What makes our biases more likely to surface and influence our actions and decisions
- What steps can we take to learn about our own biases
- What can organizations do to reduce the effects of bias

### **Inclusive People Management - Creating a Culture Where All Thrive**

Employees need more than salary and basic benefits to want to stay and give their all for an organization. Attracting and retaining the right people and enabling each team member to do their best work requires an ongoing focus on engagement and inclusion. Learning and dialogue sessions can be customized to support awareness and skill development around inclusion for all employees, managers or for leadership teams. Some topics that could be covered are listed. I can suggest a program and/or we can work together to choose modules.

- *Your organization's management philosophy*
- *Equity vs. equality - manage to the person within the context of the organization*
- *Intro to implicit bias and intercultural responsiveness*
- *Effective, inclusive meetings - groundskeeping, not gatekeeping*
- *Bias as a barrier to communication and other communication pitfalls*
- *Reducing bias in employee evaluation and promotion*
- *Continuous feedback - how to give productive feedback regularly and often*
- *Seeking data and honest input*
- *Responding to concerns about harassment or bias*
- *Effective delegation*
- *Do one thing everyday - making inclusion a good habit*