

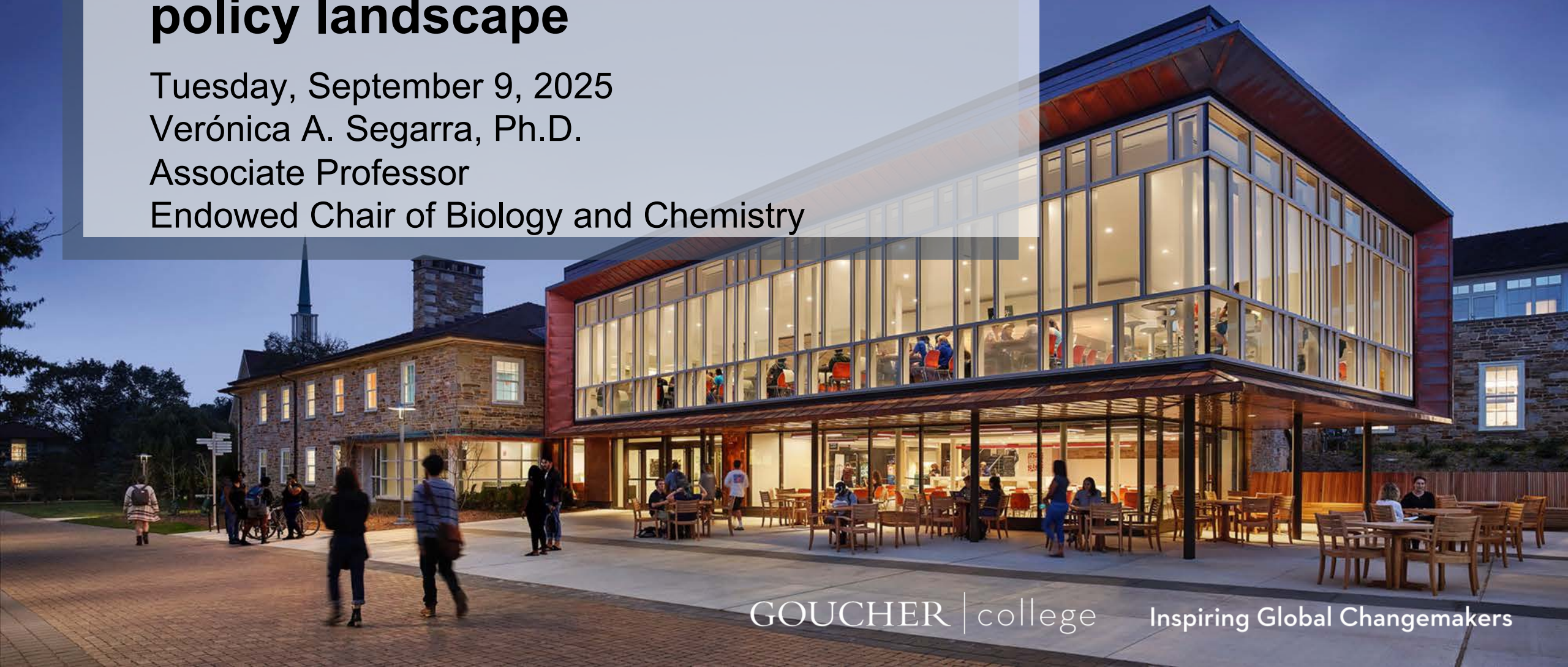
Building thriving STEM communities in a changing policy landscape

Tuesday, September 9, 2025

Verónica A. Segarra, Ph.D.

Associate Professor

Endowed Chair of Biology and Chemistry



At AIBS we believe

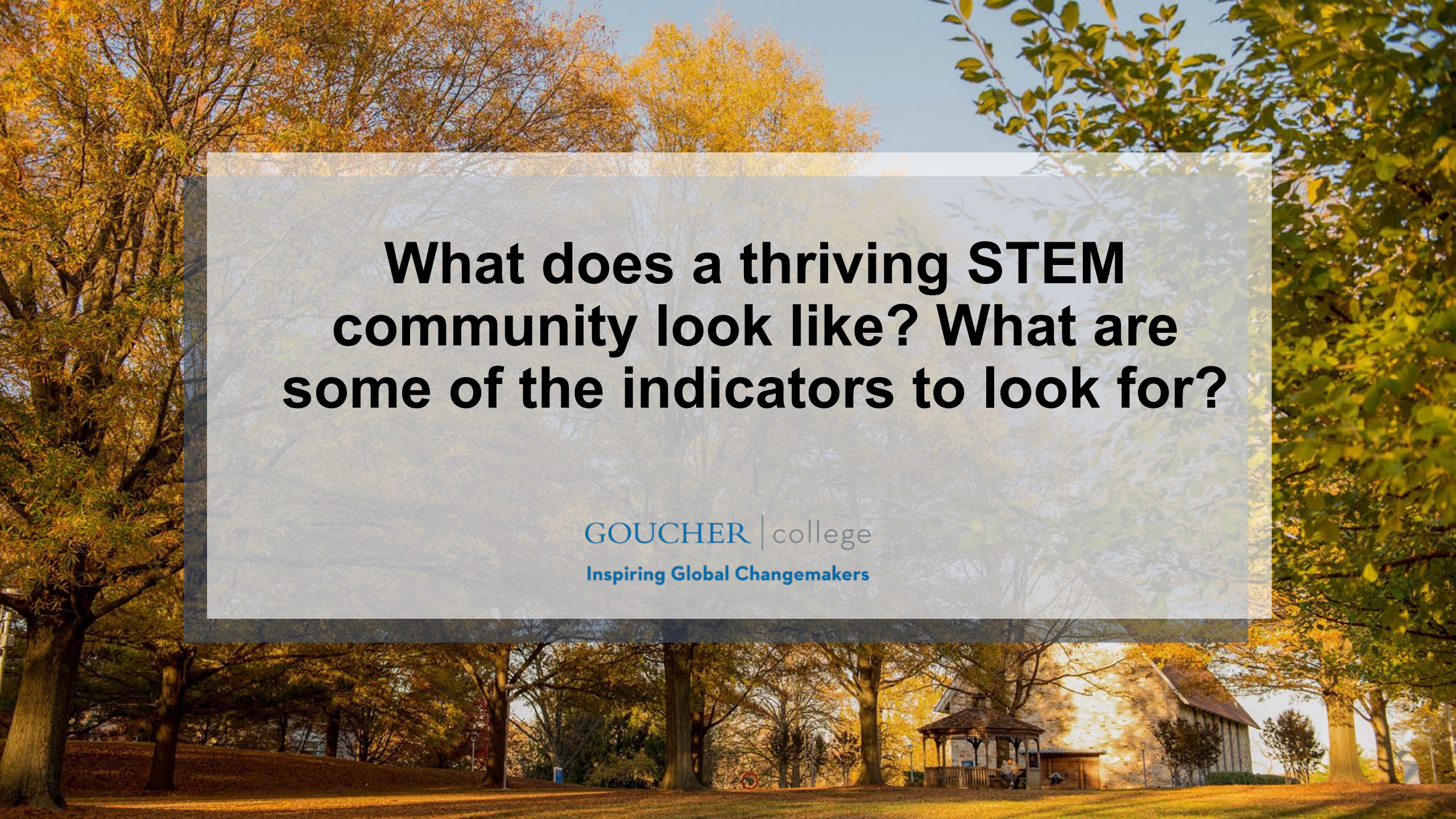


Science is strengthened by the open exchange of perspectives and ideas.



Through our actions, we can cultivate an organization and society where all feel welcome.

<https://www.aibs.org/idea-for-inclusion/#work>



**What does a thriving STEM
community look like? What are
some of the indicators to look for?**

GOUCHER | college
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One of the tangible currencies of a strong community is storytelling

- As scientists we are constantly reminded of the power of framing our data as a story.
- Memorable interactions between scientists occur when stories are exchanged.
- How can we facilitate storytelling in our communities?



Helping each other thrive

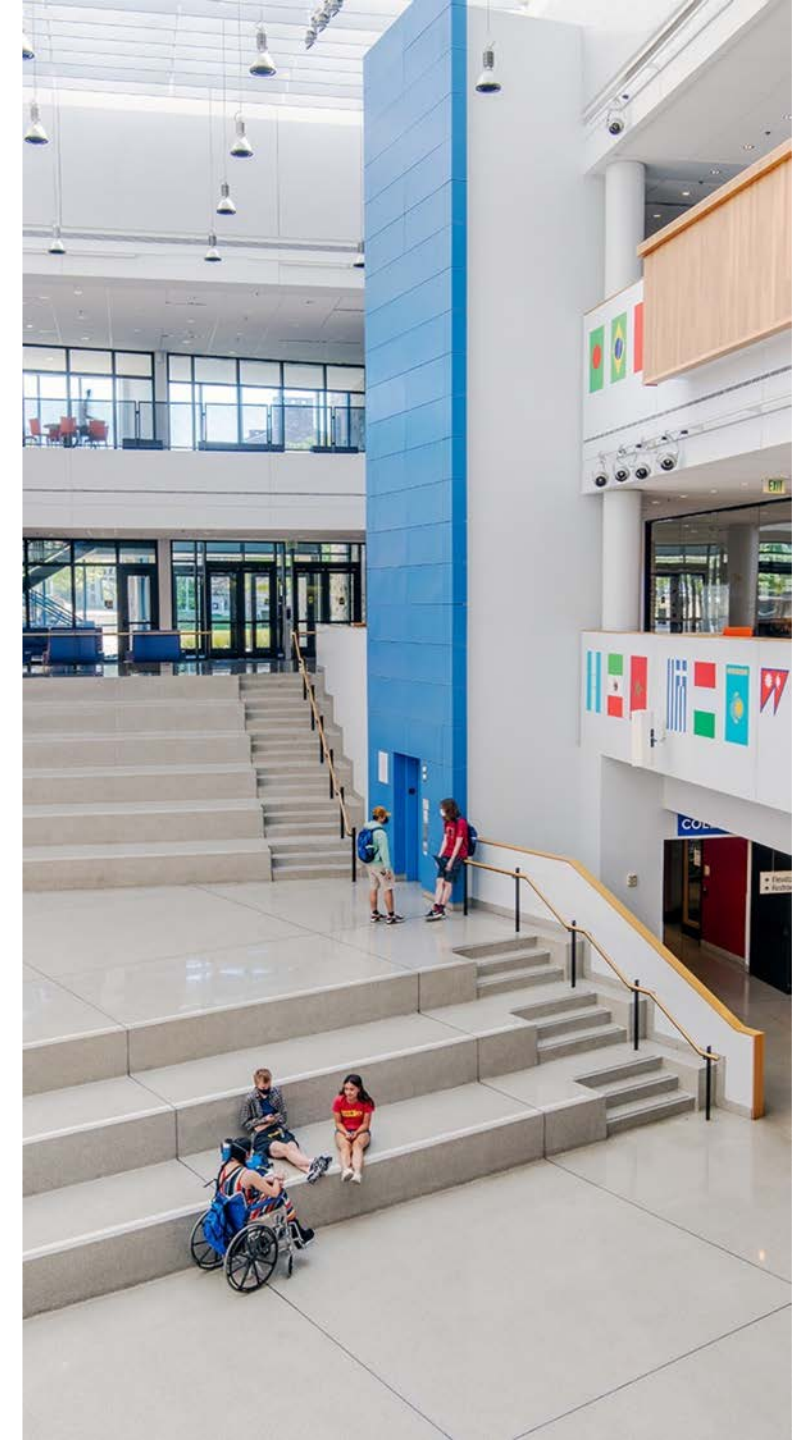
Sharing our stories (personal, organizational) supports innovation, community building, empathy, and trust.

- Positionality Statements, “About me” guides
- Our organization’s story is shaped by the social forces that influence our interactions and work
- Strengthen alignment between our values and mission and our organization’s
- Stories can bridge ideas and actions

<https://doi.org/10.1080/14479338.2025.2499262>

<https://doi.org/10.1287/orsc.1080.0372>

<https://www.fastcompany.com/91231978/how-storytelling-strengthens-teams-at-work>



Helping our organizations thrive

We can create spaces where our personal and collective stories are shared and documented.

- In-person and remote events (for example, panels)
- Society newsletter articles and columns
- Dedicated disciplinary journal sections for storytelling
- Activities that document and help us share the effects of the changing policy landscape on our organizations and members
 - Data gathering and curation
 - Advocacy campaigns
 - Sign on letters (leading, following)

<https://doi.org/10.1111/ijmr.12203>

<https://doi.org/10.1091/mbc.E24-09-0416>

<https://doi.org/10.1093/biosci/biae114>

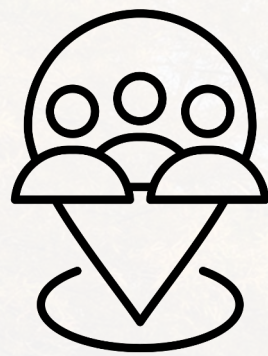
<https://leadership-resources.com/wp-content/uploads/2024/12/Storytelling-That-Drives-Bold-Change.pdf>



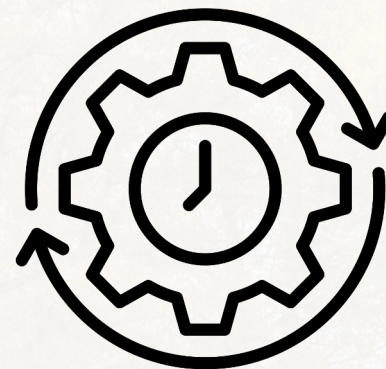
We can all help our STEM communities thrive



individual



organization



processes



Adapting and reinventing processes that encourage us to listen to others' stories and tell our own

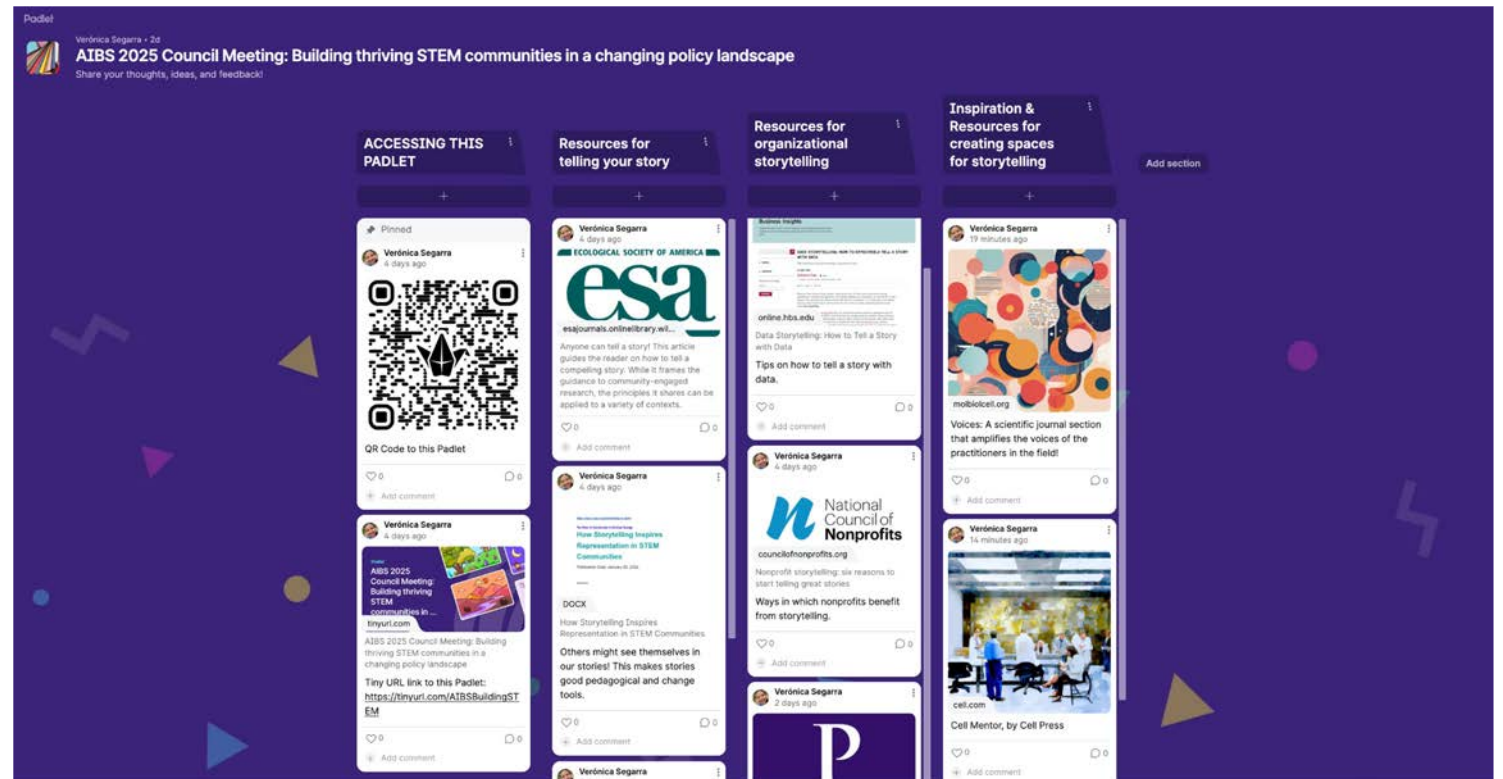
- The same processes that worked 1 year ago might not work now.
- It may be more important than ever to have protected spaces for honest storytelling.
- Organizations must continue to collect feedback from members to guide iterative adaptation of processes.
- Slowing down to listen to members, and make space for differing views and working styles.

The current landscape and ways in which we can adapt to it

Policy change	Potential solutions
Reduced sources of funding	Reduced budgets, Funds from revenue, foundations and private funds, fundraising
Narrowing of accepted language to describe thriving STEM communities	Tell the stories of our thriving STEM communities and their evolution
Potential liability for hosting programming based on who is eligible	Adapt application materials to request information about lived experience
Continued frequent shifts to the current policy landscape	Staying nimble in preparation to document/respond to effects of policies on discipline and members



Padlet of Resources



<https://tinyurl.com/AIBSBuildingSTEM>