

# MicroBio-LEAP Training-of-Leaders (ToL) Scholars Program Webinar

*September 20, 2023*

**Presenters:**

*Carla Bonilla, Ph.D.*

*Douglas Johnson*

*Phoebe Lostroh, Ph.D.*

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# Agenda

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Welcome & Introduction of Panelists

NSF BIO-LEAPS Grant Solicitation

ASM MicroBio-LEAP Project

Training of Leaders (ToL) Scholars Program

Q&A



# Welcome & Introduction of Panelists



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# Presenters

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**Carla Y. Bonilla, Ph.D.**  
University of San Diego



**Douglas Johnson**  
Medical University of South  
Carolina



**Phoebe Lostroh, Ph.D.**  
Colorado College



# NSF BIO-LEAPS Grant Solicitation



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# Leading Cultural Change Through Professional Societies of Biology (BIO-LEAPS) Program

- Aims to advance diversity, equity, and inclusion in the biological sciences broadly
- Leverages the leadership, broad reach, and unique ability of professional societies to create culture change in the life sciences





# Leading Cultural Change Through Professional Societies of Biology (BIO-LEAPS) Program

## Project Tracks

<b>Evaluation</b>	Focused on assessment and research of the values, norms, priorities, and practices associated with the culture of the (sub-)discipline.
<b>Design</b>	To develop evidence-based plan to address broad-scale culture change within the (sub-)discipline.
<b>Implementation</b>	To implement evidence-based cultural change strategies that leverage the influence of biological professional societies.



# ASM MicroBio-LEAP Project



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# Microbiology Leaders Evolving and Accountable to Progress (MicroBio-LEAP) Project

- NSF-funded **Design** grant of ~500K for 2 years
- Developed curriculum and resources for Training-of-Leaders (ToL) Scholars Program
- Partners:
  - Association of Medical School Microbiology and Immunology Chairs
  - Integrity Development Corp



# MicroBio-LEAP Theory of Change

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# MicroBio-LEAP Complements Existing ASM Programs

## ASM's MicroBio-LEAP Project

- Leaders will expand IDEAA practices within ASM.
- Training-of-Leaders (ToL) program disseminated within STEM community.
- Leaders will be culture change agents within the microbial sciences.

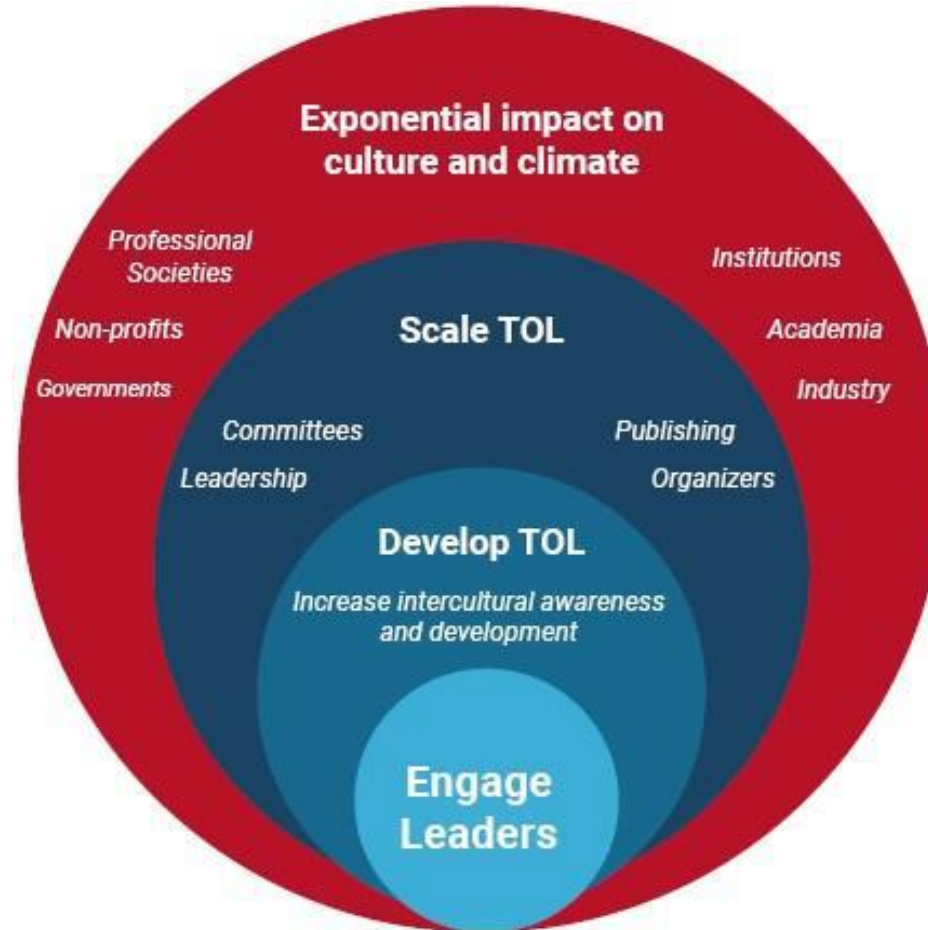
TOP DOWN

## CULTURE AND CLIMATE SHIFT



# MicroBio-LEAP: Impacts

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# MicroBio-LEAP Project Objectives

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## Objectives

- (1) Design a ToL Scholars Program and curriculum
- (2) Recruit scholars and pilot curriculum with the inaugural cohort
- (3) Revise the ToL Scholars Program curriculum and resources based on feedback from the scholars



# MicroBio-LEAP Task Force

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- Chair: Carla Y. Bonilla, Ph.D.
- Members:
  - Lee Hughes, Ph.D.
  - Douglas Johnson
  - Phoebe Lostroh, Ph.D.
  - Daniel McArdle, M.S., MSM
  - Iyiola Oladunjoye



# Training of Leaders (ToL) Scholars Program



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# Training-of-Leaders (ToL) Scholars Program Curriculum

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5 modules on an IDEAA-related topic where the scholars will be offered opportunities for:

1. Deep individual introspection
2. Peer group exchanges
3. Practice knowledge and skills to ensure the training goes beyond awareness to action





# Draft – ToL Scholars Curriculum

<b>Section Topic</b>	<b>Objectives</b>
<b>1. Empathic Leadership</b>	Scholars will learn how to model empathic leadership within their workspaces and across the field
<b>2. Exploring and Aligning Unconscious Bias &amp; Microbiology</b>	Scholars will be organized into their collaborative learning pods to engage in team learning regarding the parallels and benefits of understanding, managing, and reducing unconscious bias
<b>3. Perspective Taking/ Disruptive Cultural Curiosity</b>	Scholars will learn how to empower themselves to interrupt typical thinking patterns, including current values and beliefs, in order to replace them with inclusive ones. Challenging common perceptions & mindsets
<b>4. Psychological Safety and Belonging</b>	Scholars will learn how to create and sustain a psychologically safe environment, including how leaders influence psychological safety & promote career satisfaction
<b>5. Inclusive Leadership/ Sustainable Inclusion</b>	Scholars will learn how to modify behavior so that it aligns with inclusive practices

# ToL Program Details

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- Inaugural Cohort: diverse group of 20-25 scholars
- Duration: 16 sessions held approximately every 2 weeks over a 10-month period and 1 in-person summit immediately before Microbe 2024
- Final Deliverable: develop a proposal for an IDEAA-related policy or recommendation

Virtual Lectures



Small Collaborative Learning pods



Large Group Reflection Exercises



# Why should I apply?

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- To promote cultural change in the microbial sciences and STEM at large
- Scholars gain foundational DEI skills and are empowered to put their skills into practice
- Scholars receive a small stipend and support to their travel/accommodations to the in-person summit



# What sectors of the microbial sciences?

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- Sectors include, but are not limited to:
  - Higher education
  - Nonprofits
  - Professional organizations
  - Professional societies
  - Government
  - Industry



# What positions are 'leaders'?

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- Leadership positions include, but are not limited to:
  - Managers
  - Supervisors
  - Editors and/or reviewers for journals
  - Conference planners and/or organizers
  - Members of professional committees, subcommittees, working groups, task force
  - Entrepreneurs/business owners
  - Mentors
  - Executives
  - Directors
  - Chairs



# How do I apply?

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- The application can be accessed at <https://asm.org/ToL-Application>
- Applications are currently open
- Closes on October 16 at 11:59 p.m. ET



# Q&A



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**Contact us for more info!**  
**ASM IDEAA Team – [dei@asmusa.org](mailto:dei@asmusa.org)**

