



Call for Proposals

Advancing equity in STEM requires an intentional focus on creating authentic, sustainable, and inclusive environments while simultaneously cultivating a community that collaborates, shares, and implements promising practices and tools shown to affect systemic change.

At the **2025 ADVANCE Equity in STEM Community Convening**, researchers, practitioners, and change agents have an opportunity to share new research findings and exchange resources; brainstorm strategies; collaborate in novel ways; and demonstrate effective programs and interventions for greater collective impact on academic STEM workplaces and professions.

General Guidelines

Participants whose proposals are accepted are required to register for the 2025 ADVANCE Equity in STEM Community Convening and attend their scheduled presentation.

Apply at EquityInSTEM.org/convening.

Timeline

December 16, 2024, 11:59pm PDT – Submissions Close

February 7, 2025 – Acceptance Notifications and Session Assignments Distributed

May 9, 2025 – Presentation Materials Due

June 1-4, 2025 – 2025 ADVANCE Equity in STEM Community Convening

Send general inquiries to ARC@EquityInSTEM.org.

Session Types

Poster Showcase – Present an innovative poster about your equity in STEM work

High 5 Talks – Challenge yourself to share the highlights of your work – in just 5 minutes

Experience Reports – Share findings and lessons learned from your well-developed and/or later-stage projects

Early-Stage Innovations – Gain community feedback and input on new projects or works-in-progress

Symposia – Collaborate with multiple presenters on a panel discussion about your respective work

Pre-Conference Workshops – Lead an interactive session on critical topics in a 2-hour workshop before the conference kicks off



ADVANCE Equity in STEM Community Convening
June 1 – June 4, 2025 | Sheraton Resort & Casino | San Juan, PR



About the Community Convening

Since 2019, the National Science Foundation - funded **ADVANCE Equity in STEM Community Convening (EiSCC)** has served as the convening for NSF ADVANCE grantees in a format that facilitates engagement with change agents within and beyond the NSF ADVANCE community. The 2025 ADVANCE EiSCC brings together a variety of change makers from higher education, professional societies, industry, government, and non-profits in an engaged exchange of knowledge, resources, and support to drive systemic change in STEM.

Attendees have an opportunity to share new research findings and exchange resources; brainstorm strategies; collaborate in novel ways; and demonstrate effective programs and interventions for greater collective impact. We invite all ADVANCE grantees alongside not-yet funded institutions of higher education, professional societies, nonprofits, companies, and more to advance diversity, equity, inclusion, and accessibility in STEM at the 2025 ADVANCE EiSCC.

About the ARC Network

Funded by the National Science Foundation ADVANCE Program, Awards HRD-2121468 and HRD-1740860, the **ADVANCE Resource and Coordination (ARC) Network** seeks to achieve intersectional gender equity for faculty in higher education science, technology, engineering, and mathematics (STEM) disciplines. As the STEM equity brain trust, the ARC Network recognizes the achievements made so far while producing new perspectives, methods, and interventions with an intersectional, intentional, and inclusive lens.

The leading champion in North America to propel the inclusion of women in the field of engineering, the **Women in Engineering ProActive Network (WEPAN)**, is the home organization to the ARC Network.



Get Involved: www.EquityInSTEM.org/join

Email: ARC@EquityInSTEM.org

Visit: www.EquityInSTEM.org



2024



2023



2022

Session Types

Regardless of session type, all proposals and resulting presentations should incorporate intersectionality throughout and should be designed with accessibility in mind.

Poster Showcase

The Poster Showcase allows for informal discussions among attendees. Poster presenters will summarize their intersectional gender equity and systemic change efforts while providing an excellent opportunity for attendees to learn about and provide feedback on initiatives that have been implemented at institutions across the country. The final poster must adhere to all size and printing guidelines listed in [Appendix I](#).

To learn more about the Poster Showcase, please visit [Appendix I](#).

High 5 Talks

This presentation format challenges scholars to delineate the highlights of their intersectional gender equity and systemic change work and explain its importance in a span of 5 minutes. High 5 Talks provide an opportunity for scholars to share and receive feedback on projects at any stage of development, hear about other types of projects and methods, and network with other researchers and practitioners dedicated to advancing intersectional gender equity in STEM.

To learn more about the High 5 Talks, please visit [Appendix II](#).

Experience Reports

Attendees want to learn about and adopt emerging practices from existing efforts. These one hour and 15-minute presentations are for well-developed and/or later-stage programs, initiatives, research, and interventions designed to examine and promote intersectional gender equity and systemic change in STEM. For all Experience Report presentations, audience engagement is strongly encouraged. Possible presentation styles/formats include but are not limited to the following:

- Lecture with engagement component
- Roundtable/Conversation
- Panel Discussion

To learn more about the Experience Report Presentations, please visit [Appendix III](#).

Early-Stage Innovations

These one hour and 15-minute informative presentations should introduce new or early-stage projects, initiatives, research, and/or interventions designed to examine and promote intersectional gender equity and systemic change in STEM. Early-Stage Innovation presentations are meant to help develop, inform, and receive community feedback on new projects or works-in-progress. For all Early-Stage Innovation presentations, audience engagement is encouraged. Possible presentation styles/formats can include but are not limited to the following:

- Roundtable/Conversation
- Panel Discussion
- Open Fishbowl
- Open Space

To learn more about the Early-Stage Innovations, please visit [Appendix III](#).

Symposia

A Symposium is a multi-presenter session including a well-integrated set of research and/or practice content related to intersectional gender equity and systemic change and is one hour and 15 minutes in length. The presenter lineup for symposia should incorporate a diversity of experiences, including demographic factors, career stages, institutional settings, etc. Possible presentation styles/formats include but are not limited to the following:

- Panel Discussion
- Roundtable/Conversation
- Lecture with engagement component

To learn more about the Symposia, please visit [Appendix IV](#).



Pre-Conference Workshops

Workshops are structured to facilitate a deeper look into critical topics and challenges in implementing and sustaining intersectional gender equity and systemic change efforts in STEM. These 2-hour sessions are held before the start of the convening, should be interactive, and provide actionable takeaways for attendees. Workshops may use a variety of styles/formats, including but not limited to the following:

- Lecture with hands-on activities
- Case study discussion
- Panel Discussion with attendee engagement

To learn more about the Pre-Conference Workshops, please visit [Appendix V](#).



Submission Process

To facilitate a simple submission process, find below the information requested. Information must be submitted at one time, as **there is no option to save a draft and return later**. Individuals may only submit up to 3 sessions, regardless of whether they are a primary or secondary presenter. No more than 2 presentations will be accepted; however, Pre-Conference Workshops do not count against this limit. Each proposed session must be submitted separately. **Please be sure to submit the same demographic information across multiple presentations.**

Demographic Information for Each Presenter

- o **Name** (denote primary contact)
- o **Institution/Organization** (200 characters maximum)
- o **Position/Title** (128 characters maximum)
- o **Email Address**
- o **Bio**—highlights expertise to lead a session in proposed topic area (50 word maximum)
- o **Headshot**

Presentation Content

This portion of the submission form is used to provide details that will help the program team create the strongest program possible. Please review the Appendices to ensure you understand session requirements if your proposal is accepted.

- a. **Title**
- b. **Session Type** (select one)
 - o Poster Showcase
 - o High 5 Talks
 - o Experience Reports
 - o Early-Stage Innovations
 - o Symposia
 - o Pre-Conference Workshops
- c. **Session Description** – to be published online, in the app, and in print materials (50 word maximum)
- d. **Keywords/Phrases** – list of keywords and phrases related to your topic and session
- e. **Session Rationale** – explain how the proposed presentation relates to intersectional gender equity in STEM (50 word maximum)

- f. **Session Goals** – provide 1-3 goals for your session (50 word maximum)
- g. **Audience(s)** – describe your primary audience(s)
- h. **Learning Outcomes** – provide 1-3 learning outcomes for your session

Early-Stage Innovations, Experience Reports, Symposia, and Pre-Conference Workshop proposals will also provide the following information:

- i. **Session Style/Format** - describe the presentation style or format of your session (e.g., panel discussion, roundtable)
- j. **Engagement** – describe how you will engage the audience during your session

Option to be Live Streamed

This year, we are offering some of our concurrent sessions in a hybrid format in which onsite presentations will also be livestreamed for our virtual attendees. Sessions with a panel and audience Q&A are most conducive to this format. During the submission process, you will have the option to indicate whether you are interested in having your session livestreamed. Livestreaming availability is not guaranteed.

Certification of Submissions

Changes to Accepted Presentations – If there are substantive changes to the content or presenters of an accepted presentation between the confirmation and the conference start date, the main presenter will notify conference planners immediately. Continuation of the session is at the discretion of the conference planners. Changes to submitted presentation materials will not be accepted after May 9, 2025.

Presentation Submission Deadline

To increase accessibility of presentations and posters, we **require** that all final presentations and posters be submitted electronically by **Monday, May 9, 2025**. Failure to meet this deadline will result in forfeiture of your proposal acceptance. All final materials will be included in the conference app for the 2025 ADVANCE Equity in STEM Community Convening as well as in the ARC Network Resource Library.

Appendix I: Poster Showcase

Overview

Thank you for considering participation in the Poster Showcase at the 2025 ADVANCE Equity in STEM Community Convening. Meeting participants attend to become familiar with institutions, research, and projects focused on intersectional gender equity, transformational change, promising practices, and lessons learned.

Accepted poster presenters must submit a final electronic poster file by **May 9, 2025**, for inclusion in the online program booklet. Electronic versions of all posters will be uploaded to the ARC Network Resource Library and poster descriptions will be included in the online program booklet and conference app for the 2025 ADVANCE Equity in STEM Community Convening.

Eligibility and Guidelines

Once a proposal is approved, the presenter will be provided with session information, including date, time, and room. Please note that poster shipping and production costs are NOT reimbursable by the 2025 ADVANCE Equity in STEM Community Convening or WEPAN.

- All presenters are required to register for the 2025 ADVANCE Equity in STEM Community Convening.
- Presenters must be present at their poster during their scheduled time to present their poster and answer questions. Presenters must arrive at their assigned station at least 10 minutes prior to their designated time slot.
- Only those attending the 2025 ADVANCE Equity in STEM Community Convening are eligible to submit a proposal and present during the Poster Showcase.

Poster Size

Posters should **not be greater than** 4ft wide and 4ft. tall (48 in. x 48 in.). Power supplies (such as electricity) will not be available. If you require power or have any other requests for your poster display, please contact us no later than May 9, 2025, and the request will be reviewed. Questions about poster session and guidelines can be directed to arc@equityinstem.org.

Accessibility

Please consider the following resources when designing and presenting a poster:

- [Yale Library Academic Poster Resources: Accessibility](#)
- [Association of University Centers on Disabilities guidelines](#)
- [American Public Health Association guidelines](#)
- [Microsoft PowerPoint Accessibility Guidance](#)

Appendix II: High 5 Talks

Overview

Thank you for considering participation in the High 5 Talks at the 2025 ADVANCE Equity in STEM Community Convening. This presentation format challenges scholars to delineate the highlights of their intersectional gender equity and systemic change work and explain its importance in a span of 5 minutes. High 5 talks provide an opportunity for scholars to share and receive feedback on projects at any stage of development, hear about other types of projects and methods, and network with other researchers and practitioners dedicated to advancing equity in STEM.

High 5 Talk presenters must submit supporting handouts and final presentation decks by **May 9, 2025**. These materials will be uploaded to the ARC Network Mendeley Library.

Eligibility and Guidelines

- High 5 Talk presenters are required to register for the 2025 ADVANCE Equity in STEM Community Convening. Detailed information, guidelines, and recommendations for high 5 talks, as well as day, time and room will be sent to duly registered presenters.
- Only those attending the 2025 ADVANCE Equity in STEM Community Convening are eligible to submit a proposal for the High 5 sessions.

Recommendations

Keep it Simple: What is most important for the audience to take away from the session?

Keep it Succinct: A small number of slides should feature only the most pertinent information on the topic.

Keep it Straightforward: Presentations should be direct. Content should be summarized and portrayed visually, such as with information detailed in a graph.

Accessibility

Please consider the following resources when designing and presenting a presentation and handouts:

- [AccessADVANCE](#)
- [American Psychological Association](#)
- [W3C Web Accessibility Initiative \(WAI\) guidelines](#)
- [Microsoft PowerPoint Accessibility Guidance](#)

Appendix III: Experience Reports and Early-Stage Innovations

Overview

Experience Report presentations are for well-developed and/or later-stage programs, initiatives, research, and interventions designed to examine and promote equitable STEM work environments from an intersectional perspective. For Experience Report presentations, audience engagement is strongly encouraged. This session is one hour and fifteen minutes in length.

Early-Stage Innovation presentations are for new and early-stage programs, initiatives, research, and interventions designed to examine and promote equitable STEM work environments from an intersectional perspective. Early-Stage Innovation presentations are meant to help develop, inform, and provide feedback to works-in-progress. For Early-Stage Innovation presentations, audience engagement is strongly encouraged. This session is one hour and fifteen minutes in length.

Accepted Experience Reports and Early-Stage Innovation presentations must submit supporting handouts and final presentation decks by **May 9, 2025**. These materials will be uploaded to the ARC Network Mendeley Library.

Eligibility and Guidelines

- Accepted presenters are required to register for the 2025 ADVANCE Equity in STEM Community Convening. Detailed information, guidelines and recommendations for Experience Reports and Early-Stage Innovation sessions, as well as day, time and room will be sent to duly registered presenters.
- Only those attending the 2025 ADVANCE Equity in STEM Community Convening are eligible to submit a proposal for the Experience Reports and Early-Stage Innovation sessions.

Accessibility

Please consider the following resources when designing and presenting a presentation and handouts:

- [AccessADVANCE](#)
- [American Psychological Association](#)
- [W3C Web Accessibility Initiative \(WAI\) guidelines](#)
- [Microsoft PowerPoint Accessibility Guidance](#)

Appendix IV: Symposia

Overview

A Symposium is a multi-presenter session including a well-integrated set of research or practice content and is one hour and fifteen minutes in length. The speaker lineup should incorporate a diversity of experiences, including demographic factors, career stages, institutional settings, etc.

Symposia presenters must submit supporting handouts and final presentation decks by **May 9, 2025**. These materials will be uploaded to the ARC Network Mendeley Library and the convening app.

Eligibility and Guidelines

- Symposia presenters must register for the 2025 ADVANCE Equity in STEM Community Convening. Detailed information, guidelines, and recommendations as well as day, time and room will be sent to duly registered presenters.
- Only those attending the 2025 ADVANCE Equity in STEM Community Convening are eligible to submit a proposal for Symposia.

Accessibility

Please consider the following resources when designing and presenting a presentation and handouts:

- [AccessADVANCE](#)
- [American Psychological Association](#)
- [W3C Web Accessibility Initiative \(WAI\) guidelines](#)
- [Microsoft PowerPoint Accessibility Guidance](#)

Appendix V: Pre-Conference Workshops

Overview

Workshops are structured to facilitate a deeper look into critical topics and challenges in implementing and sustaining intersectional gender equity efforts and systemic change in STEM. These 2-hour sessions should be interactive and may include lectures, panels, research findings, promising practices, case studies, real-world issues, and valuable expertise by experienced workshop facilitators and presenters. Workshop attendees should leave with actionable insights that they can apply to their own work.

Pre-Conference Workshop presenters must submit supporting handouts and final presentation decks by **May 9, 2025**. These materials will be uploaded to the ARC Network Mendeley Library.

Eligibility and Guidelines

- All presenters are required to register for the 2025 ADVANCE Equity in STEM Community Convening.
- Detailed information, guidelines, and recommendations for high 5 talks, as well as day, time and room will be sent to duly registered and accepted presenters.

Accessibility

Please consider the following resources when designing and presenting a presentation and handouts:

- [AccessADVANCE](#)
- [American Psychological Association](#)
- [W3C Web Accessibility Initiative \(WAI\) guidelines](#)
- [Microsoft PowerPoint Accessibility Guidance](#)