

# EFFECTIVE COMMUNITY BUILDING MOVING BEYOND PATRIARCHY

JOIN US FOR A PANEL DISCUSSION ON THE CULTURAL DYNAMICS AFFECTING THE WORK CLIMATE AND PERFORMANCE OF STAFF, SCIENTISTS, STUDENTS, FACULTY AND RESEARCHERS.



## TUESDAY, MAY 24TH AT 11:00 AM

ONLINE AT THE SMITHSONIAN ASTROPHYSICAL OBSERVATORY

<https://bit.ly/lipmay22>

### PANELISTS

**Beth Ziebarth**, Deputy Head Diversity Officer, Smithsonian Institution

**Karin Firoza**, Associate Provost ad interim for Community & Inclusion, Boston University

**Cherry Lim**, Director, Asian American Center for Excellence & Engagement, UMass Lowell

**Natali Valdez**, Assistant Professor of Women's and Gender Studies, Wellesley College

**Sheryl Bruff**, Head, Human Resources, Space Telescope Science Institute

**Teresa Lee**, Assistant Professor of Biological Sciences, University of Massachusetts Lowell

**Shannon A. Brogdon-Grantham**, Conservator, Museum Conservation Institute, Smithsonian Institution

**Moderators** Christine Crowley and Caroline Fiertz

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MAY 24, 2022

## PANELISTS

### **Shannon A. Brogdon-Grantham**

CONSERVATOR, MUSEUM CONSERVATION  
INSTITUTE, SMITHSONIAN INSTITUTION



Shannon A. Brogdon-Grantham is the photograph and paper conservator at the Smithsonian's Museum Conservation Institute (MCI). She obtained her MS from the Winterthur/University of Delaware Program in Art Conservation where she specialized in photograph conservation with minor concentrations in paper and preventive conservation. She holds a BA in art from Spelman College. At MCI her primary areas of research are understanding historic and contemporary photographic and papermaking techniques, preventive care of photographs and works on paper, characterizing materials used in the manufacture of photographs and paper-based collections, and education and training in photograph and paper conservation for underrepresented communities.

# Sheryl L. Bruff

HEAD, HUMAN RESOURCES,  
SPACE TELESCOPE SCIENCE INSTITUTE



Since 2004, Sheryl L. Bruff has partnered with leaders in every area of Space Telescope Science Institute (STScI) to develop a workforce of diverse attributes, talents, backgrounds, expertise, and perspectives to sustain and enhance the institute's reputation. More importantly, she has worked with senior and executive leaders and staff to build and foster a workplace that is inclusive and supportive. Until her retirement in May of 2022, Sheryl served as the head of Human Resources for STScI and provided human resources consultation to the corporate office of the Association of Universities for Research in Astronomy (AURA). She is an expert in human resources program and policy development, project management, operations, and employee relations.

Sheryl earned a BA in Psychology from the University of Maryland, College Park as well as a paralegal certification from Georgetown University in Washington, D.C., and holds both the Society for Human Resource Management Certified Professional (SHRM-SCP) as well as the Senior Professional in Human Resources (SPHR) designations. She deeply values community service. She has served as a workshop presenter and trainer at the American Astronomical Society, as a diversity program panel member for the National Radio Astronomy Observatory, as a leadership trainer at the Walters Art Museum in Baltimore, and as a board chair and an affiliate on several committees for the American Heart Association.

# Karin Firoza

ASSOCIATE PROVOST AD INTERIM FOR  
COMMUNITY & INCLUSION, BOSTON UNIVERSITY



Karin Firoza was appointed Associate Provost ad interim for Community & Inclusion in January 2022. In this role, Karin provides oversight to Boston University's efforts to build the excellence of faculty and academic appointees, nurture a positive campus climate, and enhance diversity within the academic program. This includes a growing portfolio of programs, among them the Target of Opportunity Hiring Program, University Scholars Program, Faculty & Staff Community Networks, and living-learning communities, as well as the University's Organizational Development & Learning effort, the BU Arts Initiative, the Newbury Center, and the Center for LGBTQIA+ Faculty & Staff.

Prior to arriving at BU, Karin spent over 10 years working in higher education and nonprofit management across the greater Boston area. She served most recently as director of the Center for Intercultural Engagement and Social Justice Resources at Northeastern University, working with a broad base of students, staff, and faculty to build capacity for training and education on a broad range of D&I topics, to develop educational programs, and steer strategic initiatives. She also has experience consulting with K-12 and higher education institutions on establishing inclusive school climates guided by structural and relational strategies.

Karin has an MBA from Northeastern and a bachelor's in economics and religion from Wellesley College.



# Teresa Lee

ASSISTANT PROFESSOR OF BIOLOGICAL  
SCIENCES, UMASS LOWELL



Teresa Lee is an Assistant Professor in the Department of Biological Sciences at UMass Lowell. Her lab uses *C. elegans* to study how chromatin landscapes mediate epigenetic inheritance over many generations. After graduating from UNC Chapel Hill in Biology and Creative Writing, she completed her PhD at UC Berkeley in Molecular and Cell Biology, supported by an NSF Graduate Research Fellowship. She then moved to Emory University for her postdoctoral research, where she discovered that repressive chromatin can enable longevity and its inheritance. With the support of an NIH IRACDA fellowship, she developed classes for a wide variety of students at Clark Atlanta University, the Emory-Tibet Science Initiative, and Oglethorpe University. As someone who cares deeply about inclusive teaching and thoughtful mentoring, she looks forward to developing new ways of engaging a broader pool of students in scientific research.

# Cherry Lim

DIRECTOR, ASIAN AMERICAN CENTER FOR  
EXCELLENCE & ENGAGEMENT, UMASS LOWELL



Cherry Lim serves as the founding director of the Asian American Center for Excellence and Engagement at University of Massachusetts Lowell. Prior to this role, Cherry worked with English language learners at Bunker Hill Community College, where her parents first learned English when they arrived in the United States, Middlesex Community College, and various education-based companies in the Washington, DC area. She is the proud daughter of Chinese Cambodian refugees and was a first-generation college student. Cherry received her Bachelor of Arts degree in American Studies from Tufts University and her Master of Arts in Higher Education Administration from Boston College.



# Natali Valdez

ASSISTANT PROFESSOR OF WOMEN'S AND  
GENDER STUDIES, WELLESLEY COLLEGE



Natali Valdez is an assistant professor who specializes in applying qualitative methodologies to examine scientific knowledge production. Her recent book, Weighing the Future: Race, Science and Pregnancy Trials in the Postgenomic Era, is the first anthropological examination of ongoing pregnancy trials in the United States and United Kingdom. She is currently on research leave supported by the AAUW postdoctoral grant and is a visiting scholar at the University of Vienna. In the fall, she will be joining the Department of Anthropology at Purdue University.

# Beith Ziebarth

DEPUTY HEAD DIVERSITY OFFICER,  
SMITHSONIAN INSTITUTION



*Caption: A headshot of a smiling disabled woman with blond hair, a green shirt, and multi-colored necklace posed in front of a bookcase.*

Beth Ziebarth has a personal interest and professional responsibility in diversity, equity, accessibility, and inclusion (DEAI). She is the Deputy Head Diversity Officer of the Smithsonian Institution and the director of Access Smithsonian. Beth is currently serving as the Institution's Interim Head Diversity Officer. In her position, she is moving forward organizational DEAI efforts by bringing together DEAI cohorts around the Smithsonian to build a community of practice, serving as a lead advisor and participant in the implementation of institutional strategic initiatives, and developing opportunities to bring DEAI resources into the Institution. Beth develops and implements accessibility policy and guidelines for the Institution's 21 museums, the National Zoo, and nine research centers, ensuring that Smithsonian visitors equitably experience inclusive physical and digital environments. Her work includes staff training on accessibility and disability topics, facility and program technical assistance, direct accessibility services, stakeholder engagement, and five signature programs for disabled people.



# MODERATORS

## Christine Crowley

FELLOWSHIP PROGRAM COORDINATOR  
SMITHSONIAN ASTROPHYSICAL OBSERVATORY  
CENTER FOR ASTROPHYSICS | HARVARD & SMITHSONIAN



As an administrator at the Smithsonian Astrophysical Observatory (SAO), Christine Crowley oversees the conduct of all appointments administered through the SAO Office of Fellowships. Managing the SAO Fellowship Programs involves interpreting, developing, and implementing administrative policies. Ms. Crowley received her graduate degree in Cultural Diversity and Curriculum Reform from the University of Massachusetts Amherst, where she served as a graduate fellow in the United Asia Learning Resource Center. Her outreach efforts have resulted in research training initiatives with the Cambridge Mayor's Office, University of Massachusetts, and the Fisk-Vanderbilt Masters-to-Phd Program. She has also raised awareness about STEAM (Science, Technology, Engineering, Arts, and Math) careers as a member of the Wellesley Public Schools Superintendent's Advisory Committee on STEAM and as current member of the Greater Boston Federal Executive Board Diversity and Inclusion Committee.

## Caroline Fiertz

INTERNS AND FELLOWS PROGRAM MANAGER  
SMITHSONIAN NATIONAL MUSEUM OF AMERICAN HISTORY



As the museum's Interns & Fellows Program manager, Caroline Fiertz is driven by her dedication to ensuring equitable learning experiences, and she strives to create inclusive professional spaces and educational opportunities for folks from a diversity of backgrounds and perspectives. She has also developed and facilitated trainings regarding LGBTQ+ inclusion of both staff and visitors and served as part of the Chicagoland Alliance for Museums with Pride (CAMP) from 2017-2018 and identifies as bisexual, pansexual, and queer. She grew up in southern Louisiana and, after moving between Chicago and the Washington, D.C., area, has now finally decided that she (sometimes) likes the snow.