

Mixing Mathematics, Activism, and Community: (YES, YOU CAN!)

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IMA SPECIAL WORKSHOP:
Career Options for Women in the
Mathematical Sciences

Broad Definitions:

- * MATHEMATICS: Applied, Theory, Industry, Education, Institutes
- * ACTIVISM: Working for a cause, for improvement, for yourself
- * COMMUNITY: Immediate interactions, people in your environment, people who you want to know

Supporting Themes

* WHO AM I? Enthusiasm breeds success
Do I need help? Where can I contribute?

* WHAT MAKES OTHERS TICK?
Relating to others is usually a good thing

* WHAT ARE THE POSSIBILITIES?
Realism vs. dreams

Game: Visualize extremes



Approach A

Approach Z

- * Better fit? A or Z (or in between)
- * Interactions needed for A or Z?
- * Are A and Z possibilities, or something in between?
- * Math/Activism/Community intertwined

Learn about a new topic

Read and
do problems
myself

Get
someone to
teach you

- * Processing the information
- * People like to give advice, expertise
- * Others interested? Experts available?
- * Efficiency: how best to place efforts?

Finding out about careers

Do all the
research
myself

Ask
everyone for
advice

- * Processing the information
- * People like to give advice, do I have the right community
- * Efficiency: how best to place efforts?

Developing my community

Join an
existing
community

Build your
own
community

- * Whom should I include? Do I have a choice?
- * Conferences, organizing sessions, invitations to your institution
- * Seeking advice, information, seminars

Networking



Classical
networking

Unconventional
networking

- * The "cocktail party"
- * Surrogate networking
- * Involvement with a group you admire:
volunteerism/activism

Types of community



Professional
community

Personal
community

- * Separate communities? Intertwined?
- * Professional: Inside and outside of Math
- * Influence of the community
- * Balance of the communities: Location, support, activities

Applying for jobs

Apply
everywhere

Apply
strategically

- * What are your job priorities?
- * Access to advice + support, filtering advice, filtering ads
- * Job market vs. your interests + experience

At the interview

I do most of
the talking

Others do most
of the talking

- * Where is your comfort zone? Should it be shifted and how?
- * Engaging the interviewers (mathematicians)
- * Preparing for all possibilities:

Listening

Retaining
what others
say

Make sure
my message
gets through

- * Benefits to the cause
- * Improving communication with the community
- * Influence on the next interaction

Interacting with Human Beings



Put others'
views first

Put my
view first

- * Benefits to the cause
- * Improving communication with the community
- * Influence on the next interaction

Negotiations



Hope for the
best

Ask for the
MOON

- * Your priorities
- * Community of different perspectives
- * Mutual benefit
- * What are the costs?

Job expectations

Infer from
observations

Ask, ask, ask

- * Processing feedback, performance review
- * Which parts of the community know?
Access to the "right" community
- * Matching expectations with interests,
balance of activities
- * Are they clear for everyone?

Expectations



Infer from
observations

Ask, ask, ask

- * Talk, interview, workshop, grant proposal
- * Core vs. supporting activities
- * Influences on your career

Getting things done

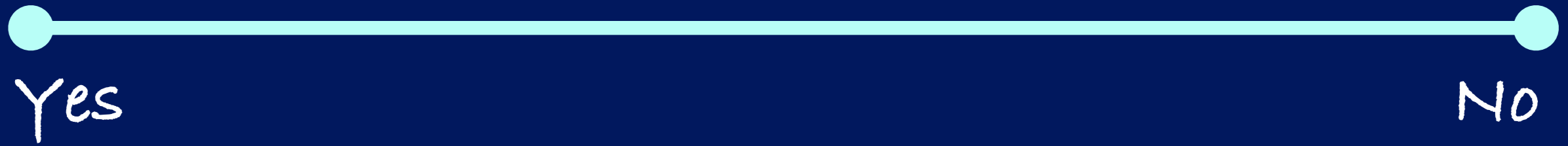


In series

In parallel

- * Priorities: what HAS to be done, what's your interest
- * The grass is always greener....
- * Maximizing help from the community
- * Investment for the future

“Extra” Activities



- * What's my load?
- * Interest vs. guilt
- * Community building?
- * Designer activism: Replacing "yes" with "yes, if..." and "no" with "no, but ..."

Reaching Goals

Clearly
stated goals

Taking
opportunities
as they come

- * Focus or Flexibility?
- * Others with the same goals: cooperation or competition?
- * Options for the unexpected
- * Watch for a good ally

Bring your community and activism to mathematics

*A diverse workforce signals that the organization draws from the best talent available, that well-rounded education and training is provided, and that our research programs are informed by diverse perspectives. Diversity is not only synergistic with excellence, but also promotes equitable access to career rewards.