

## Developing a focused explainer topic- Julia Fein-Ashley

As I've been reading through others' suggested additions to our canon, here are some issues that especially interest me:

- **Diversity in management positions, especially senior leadership impacts on organizational culture.**
- How to act on positively impacting diversity instead of speaking, translating ideas into actions in org. culture
- **Increasing percentage of women in male-dominated fields, including STEM and military**

Here are some ways in which these issues connect to other things we've read and/or to prior interests I have:

- Some of my management classes on how to lead people
- Bogost speaking on how if women were in the room, there wouldn't be as many problems with pat-downs in airport (ex of scarcity of women in STEM/comp sci.)
- Intent vs. impact discussed in Kaplan and Donovan's article. How to make sure our actions have a positive impact on our org. culture.
- **I have always been interested in trying to further understand why more women are not involved in STEM related programs, or even in finance. This year I am in a program where I am the only woman in the class, with 11 or so other men. I would enjoy figuring out how to get more women involved and excited about these fields.**
- Looking at lots of large organizations previously, many of them have CEOs or boards who are considered diverse. I am interested in seeing if there is a correlation between company ratings and diverse CEO/board member percentages.

Looking at this list of connections, highlight key foundational concepts/ideas/terminology—list those here.

- **Women in STEM**
- **Diversity management**
- **Intent vs. impact**
- Management
- **Percentage of diverse members/faculty in organization.**
- Integrating diverse individuals' views into the organization

Review your list to the left—which of these issues do you think a person would need to understand in order to understand why this broader topic interests you? Circle them and prioritize—what's really important? What really intrigues you? Why?

- I think that understanding the disproportionate number of women in STEM is interesting to me, along with majoring in a field where there are not a proportional number of women to men. This is intriguing to me because I have experienced it firsthand and will in my future career most likely.
- Understanding how to increase the number of women in fields such as investment banking would be beneficial in increasing diversity in management positions.
- The thing that makes me most interested in these fields is my firsthand experience. I know more men going into fields such as IB or finance in general than women. Some of the people I know are often intimidated by the fact that they are often the only ones in an internship that are female.

Frame your project statement here: I think [X] is a really important topic in organizational culture, so I'm going to explain this foundational idea [Y] to you all. *[In other words, you're going to focus on some very specific component that is essential to our understanding of the larger whole; you're going to articulate both the small bit and the Big Picture here.]*

I think improving diversity through increasing the number of women in investment banking is an important topic. Therefore, I am going to explain this foundational idea that women need to feel valued within STEM related fields to you all.