



PANEL SESSION: HE FOR SHE: WHAT DOES IT MEAN FOR US AT INFORMS

WHEN

Monday November 5 from 8am to 9:30am

WHERE

232 C, North Bldg, Phoenix Convention Center

FEATURING

Rishabh Bhandawat, University of Buffalo, Diversity & Inclusion Committee

Dr. Gregory King, GAP Inc.

Dr. Leon McGinnis, Georgia Tech

Captain Richard McGrath, US Naval Academy

Dr. Anton Ovchinnikov, Queens University

Dr. Rohit Verma, Cornell University

ABSTRACT

A group of influential male speakers will discuss how to best support women in OR/MS. They will share their experience working with/under female colleagues, supervising and mentoring them and living and making compromises with them. They will discuss family-focused, anti-discrimination and sexual harassment institutional policies and how to make our work environment a friendly place for women and other minorities.



Bring a male colleague and both of you get a free WORMS coffee mug!

Please use #INFORMS_WORMS when posting about WORMS on social media.

Established in 1995, the purpose of the Forum for Women in OR/MS is:

- To encourage interest in the field of OR/MS
- To encourage discussion and interaction among individuals having interest in the issues facing women and their relationship to the profession of OR/MS
- To advise the INFORMS Board on aspects of issues facing women in the profession of operations research and the management sciences and to keep the INFORMS Board apprised of developments in this area

Become a WORMS member!

Any INFORMS member (male or female) can join WORMS as a member.



Click on “Join INFORMS Communities” then select Women in ORMS forum under the “Fora” tab.
<https://www.informs.org/About-INFORMS/Member-Benefits/Join-INFORMS-and-or-INFORMS-Communities>

The benefits of membership include:

- Mentorship network – meet other WORMS members and learn from their experiences
- Family care travel fund – help cover family care costs when attending the Annual Meeting
- Student travel awards – offset costs for graduate students traveling to conferences
- Job opportunities – discover new job postings or advertise for open positions
- Resources and support – access articles and tools for women in OR/MS, STEM fields
- WORMS Award – celebrate significant contributions towards the advancement of women in OR/MS

<http://connect.informs.org/worms/home>



"As a senior U.S. military officer and United States Naval Academy professor, I have worked with, led, and taught hundreds of outstanding young men and women. As we continue to remove barriers to equal opportunity in both service assignment and military advancement, we must make sure that, in practice, these policies have the desired effect of truly retaining and promoting our best and brightest. I feel that we are making real progress with gender equity, but we still have a long way to go. I am a member of WORMS because I think that INFORMS and its membership are exactly the type of professionals that can not only identify and quantify these challenging issues but can also provide practical and actionable solutions." **Captain Richard McGrath, US Naval Academy**

"In every arena — be it professional or academic — the single greatest obstacle to women's equality is the behaviors and attitudes of the world. I firmly believe that the progress and advancement of women in the workforce yield positive results for society as a whole and that changes in our disposition represent the next phase of the movement for women's equality. I do not know what it is like to be a woman in ORMS, or what it is like to be a woman, I cannot speak to that. However, I can tell you that I do know what it is like to be a part of a marginalized group in today's society. We must come to see that "true equality", be it gender, race, color or sexuality, is in our best interest as a society. Labels must only be on clothes. Until we are all equal, none of us are. I stand here as your ally." **Rishabh Bhandawat, University of Buffalo, INFORMS Diversity and Inclusion Committee.**



"I gladly accepted the invite to speak on the WORMS panel because I believe that greater inclusivity will make our society stronger, yet will not happen by itself. I do not have any specific agenda to talk about, and my ultimate goal is to discuss (and learn) how we all can make sure that all INFORMS members, and analytics professionals, broadly speaking, have an equal opportunity to excel." **Anton Ovchinnikov, Smith School of Business, Queen's University**

"As the number of women scholars and practitioners in ORMS has increased over the course of last several years, there is need for a forum to discuss academic and non-academic issues relevant to this group. Our university is delighted to support WORMS which promotes conversations about, and raises awareness of, such issues within the academic and professional work environment. I am looking forward to participating in this panel and learning from fellow-panelists and other participants."
Rohit Verma, Dean of external relations, SC Johnson College of Business, Cornell University



"I don't think of myself as an activist, although I have advised eight women PhD grads, including the first ever in ISyE at Georgia Tech. As a group, they are pretty amazing people, having achieved leadership positions in academia and industry, despite my mentoring. I'll try to describe how I think they did it." **Leon McGinnis, Professor Emeritus, Stewart School of Industrial and Systems Engineering, Georgia Tech**

I chose to accept a position to speak on the panel because I believe it's important for historically underrepresented groups in science to have a forum for discussion and advocacy. At GAP we have a strong history of inclusion in the workplace which goes back to our founders Doris and Don Fisher, who founded the company as equal co-partners nearly 50 years ago. Doris Fisher has said "If you want to win in business, doesn't it make complete and absolute sense that you should have a place where everybody, regardless of their gender, race, religion or sexual orientation, can contribute in a safe environment to the full extent of their ability?" This culture persists at GAP to this day and has contributed to lots of women working in all areas of the company; including in analytics and OR groups. As part of an OR Data Science team over the past 5 years I have experience working for women, working with women, and having women report to me.
Gregory James King, Senior Manager, Product Operations Advanced Analytics, GAP Inc.

