



ASCEND: Advancing STEM Careers by Empowering Network Development

WORKSHOP: The Power of Peer Networks

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ACTION PLAN	Build Network	Create Community	Design Structures to Achieve Your Goal	Employ and Advance Your Goal
Aims	1. Recruit participants with common goals and assemble alliances 2. Facilitate engagement	1. Develop an inclusive, supportive, trusting culture	1. Support peer mentoring 2. Guide individualized plan development 3. Promote skill development 4. Deliver multi-alliance meetings	1. Encourage network development
Needed Resources	1. Application with specific selection criteria 2. Participant meeting time and location constraints	1. Community of Trust Agreement; community-building activities	1. Common goals; regular meeting times 2. Framework with assessment and action components 3. Skill development that aligns with goals 4. Relationship building and professional development opportunities	1. Network opportunities to connect with faculty and administrators from other institutions
Critical Considerations	1. Ascertain applicants' diverse priorities and needs 2. Establish expectations of participants; set meeting times	1. Ensure confidential environments and facilitate open dialogue	1. Understand that needs are not static; requires communication and a variety of resources 2. Provide healthy accountability and check-in 3. Provide variety of opportunities for developing and practicing skills 4. Create space for engagement, action and reflection	1. Network development need to be a value-add, with provision of diversity of skills and resources that support advancement and job satisfaction