Story telling is the oldest form of knowledge translation. Here are some stories from previous GRCs

1) A graduate student was having lunch with a group of senior research scientists she did not know when she casually mentioned she would be attending the Hour of Power happening that afternoon. The researchers at the table (who were all men) commented jokingly, that the Hour of Power was “just a bunch of vagina’s talking”. The graduate student felt uncomfortable & demeaned. She has subsequently left science.

2) At a Power Hour at a past GRC, a senior male PI said he was there to find out why brilliant young women who came through his lab as trainees were not continuing in science so he could do something about it. The loss of potential and talent over many decades in science was bothering him.

Here are some more stories from science that have been shared in recent days
https://metoostem.wordpress.com/

Bias and prejudice towards women and under-represented groups in science is well documented. We all have prejudices that come from how and where we were raised, the culture and context that influenced us and influences from media and marketing (plus many other factors). The systemic barriers to full inclusion of women and other groups (native communities, ethnic minorities, LGBTQI2S+, people with disabilities, etc.) have been well described. More information about and for members of these communities can be found at sites such as…

https://lgbtstem.wordpress.com/
http://sacnas.org/
https://www.elsevier.com/books/creating-a-culture-of-accessibility-in-the-sciences/sukhai/978-0-12-804037-9

The Power Hour is an opportunity to share stories, learn tips & techniques to become stronger allies in support of the under-represented, hear about the vast literature that supports the contention that diverse contributions to science result in better outcomes.
What allies can do:

Check your own privilege & bias. For instance, check out this video to get a visualization of privilege
https://www.youtube.com/watch?v=BqdtUfzwLiq
And
https://www.youtube.com/watch?v=dVp9Z5k0dEE
Engage in by-stander training - encourage your institution, division, department, to run programs - or just do it yourself for your group. Be a leader.
Speak up to challenge bias and prejudice. Call out bias. The voice of a male leader in challenging stereotypes and bias is considerably more impactful than voices of under-represented groups.
Look to policy and process - look to effecting evidence-based, data driven changes, best practices institutionally, organizationally.
Amplify the voices of the under-represented.
Share the platform - both literally and metaphorically.
Don’t expect the under-represented groups to “fix” things (e.g. expect that “women in science” events/programs/events - will make a difference for cultural and contextual bias)
Remember that the burden of work is on those with power & privilege (PIs, division leaders, chairs, deans, presidents)
Celebrate contributions & achievements - be intentional
Support colleagues when they experience the inevitable hostility and pushback
https://www.sfu.ca/wwest/WWEST_blog/be-an-ally-for-women-in-stem.html
https://gradschool.princeton.edu/news/male-graduate-students-learn-about-becoming-allies-women-stem

What members of under-represented groups can do:
all of the above.....and
Build networks
Celebrate
Recognize privilege
Learn your legal rights & know your institutional policies
Find mentors, sponsors, champions (women are over-mentored and under-sponsored)
Prepare for and learn how to manage pushback and hostility.