GOALS AND PRIORITIES FOR THE COMMITTEE

I’ve been considering the question of who counts recently. Who do we count and who is doing the counting are both important aspects of that question. This comes up personally as we think about who we include in conversations, in student study groups, and in research collaborations; it comes up in institutional systems as we consider different faculty and staff roles, who is eligible for tenure or not, who is admitted to programs or not; and it comes up structurally when we consider the impact of policies, the long-term effect of large-scale data collection, and even our decadal census. For underrepresented groups, accurate counting can provide supportive information. There can be safety in numbers, and knowing those numbers can help us in the larger community reduce barriers we might not have recognized.

As a community, we want to make sure that all are counted, that all are included and take part as actively as they wish, and that opportunities to be engineers and to contribute to our society as engineers are available to all. This requires us to reflect on our systems, even those as basic in our society as a census or voter registration, even those as tied to our livelihood as course evaluations, even those that prepare students for undergraduate engineering education throughout their childhood. How we ask and answer questions is crucial. ASEE and the Committee on Diversity, Equity & Inclusion are considering how we count our members so that we know our community more personally. By asking questions about who we are, we can better see how we can serve our underserved members. Numbers may be small, but inclusion of perspectives will lead to better engineering design and to a stronger engineering community.

Moving forward, this year’s priorities are to improve communication within the ASEE membership, increase professional development opportunities related to practicing inclusion, and expanding our partnerships both within ASEE and across industry and other professional societies. Our committee size has increased this year, with a total of 39 division delegates and 75 friends of the committee, with many of these participating in the work of our subcommittees.

Our working subcommittees address:
1. Committee Communications
2. Conference Activity Planning (including the diversity pavilion)
3. Conference Programming (including special sessions and workshops)
4. Partnerships (within and outside ASEE)
5. Policy & Letter Writing
6. Professional Development
7. Strategic Planning & Assessment

If you would like to participate in the activities, or if you would like to be considered a Friend of the Committee, please contact me!

Becky Bates
bates@mnsu.edu
2018 CONFERENCE HIGHLIGHTS

Susan Walden, Committee Vice-Chair

The 2018 Annual ASEE Conference marked the second year that the ASEE Committee on Diversity, Equity, and Inclusion (new name launched at the conference!) hosted a technical paper session. The Committee on Diversity, Equity, and Inclusion received 40 abstracts that resulted in 19 papers finalized into five technical paper sessions and one hands-on, workshop-like session. Additionally, the Committee sponsored five Safe Zone Ally Trainings; the annual Best Diversity Paper Finalists and Round Table Conversations on Diversity, Equity, and Inclusion sessions; a National Academy of Engineering panel of committee members on the just-released NASEM report on Sexual Harassment in Academic Science, Engineering, and Medicine (with 22 co-sponsoring Divisions); and a Distinguished Lecturer featuring the mayor of Salt Lake City, UT, Ms. Jackie Biskupski. The Committee also co-sponsored sessions led by several divisions.

Eighteen divisions or committees with programming nominated papers for the Best Diversity Paper award. The five finalists, featured in the Best Diversity Paper session, are listed at the CDEI website. The award winner for 2018 is "Effects of Research and Internship Experiences in Engineering Task Self-efficacy on Engineering Students through an Intersectional Lens," by Abisola Kusimo, Marissa Thompson, and Sheri Sheppard (all from Stanford University) and Sara Atwood (Elizabethtown College). The five finalists presented excellent contributions to scholarship regarding diversity, equity, and inclusion - they are highly recommended reading!

The five technical paper sessions covered diversity, equity, and inclusion in the context of: the engineering workforce, expanding and critiquing theoretical framing, building communities of scholarship and practice, examining student perspectives, and implementing through structure and pedagogy. Every session was either over-flowing to the hallways or moved to a larger room! The session focused on theoretical framing was moved at the last minute to a difficult-to-find room and STILL enjoyed an audience counted as over 150 people! The Wednesday morning session related to structural and pedagogical practices included a paper presented in American Sign Language with interpretation for the audience. Even the late Wednesday afternoon Safe Zone Ally Deep Dive session attracted a full-room. ASEE members are eager to engage with and learn about diversity, equity, and inclusion research and practice. The Committee on Diversity, Equity, and Inclusion selected a Best Paper from those submitted to the committee’s technical program to be considered for the Best PIC Paper award. The Committee’s best paper honor was awarded to: Dr. Alice L. Pawley (Purdue University, West Lafayette), Dr. Joel Alejandro Mejia (University of San Diego), and Dr. Renata A. Revelo (University of Illinois at Chicago) for their paper, "Translating Theory on Color-blind Racism to an Engineering Education Context: Illustrations from the Field of Engineering Education."

For the 2019 Annual Conference, CDEI is partnering with divisions across ASEE to co-sponsor technical paper sessions including diversity, equity, and inclusion. The Committee is excited that diversity, equity, and inclusion scholarship will be integrated across the entire conference program. We are hopeful that this scholarship will reach more ASEE members and bring their voices into the conversation. We encourage all ASEE members to contact your divisional leadership to encourage diversity, equity, and inclusion in your programming for future conferences! If programming is planned for 2019, please ask your Division's program chair to contact John Estell (CDEI program sub-committee chair) to request co-sponsorship. We want to help amplify interest in your programming!

The Committee on Diversity, Equity, and Inclusion is sponsoring about ten professional development, hands-on sessions during the technical program to provide educational opportunities to ASEE conference attendees. We also have requested a Distinguished Lecturer session to host Mel Chua and Ian Smith presenting, "Alternate-Universe ASEE: An Engineering Education Conference Session from a World where the Majority of Engineers are Deaf."
TRAINING FOR ACTION: CHALLENGING IMPLICIT BIAS
A new train the trainer program: Receive the tools and training needed to prepare and deliver implicit bias workshops at your institution.

About the Program
What can we do to actively interrupt and redirect unacknowledged biases? Led by expert trainers, this program will provide participants with the tools, training, and mentorship needed to prepare and deliver workshops on implicit bias and related topics.

This is a three-part program that begins with a full-day face-to-face workshop on Saturday, June 15, 2019 in Tampa, FL. Parts two and three of this program will be conducted online in fall 2019. Click here to learn more.

Application Process
Space for this program is extremely limited. Interested candidates should complete the program application here. The application period closes April 17, 2019 at 11:59 PM, ET.

Program Fees
Registration fees for this program are $200 for ASEE members and $250 for non-members. Upon completion of the program, you will receive a $150 stipend.

Questions? Please email Alexandra Longo at a.longo@asee.org.

Upcoming professional development workshops at the national conference

Diversity, Equity, and Inclusion (DEI) 100
Monday June 17 11:30-1pm
Interactive session designed for current and future educators and administrators who wish to learn about and begin to apply strategies that improve DEI

Diversity, Equity, and Inclusion (DEI) 200
Tuesday June 18 8-9:30am
This interactive session is for individuals who wish to take a more active role in advocating DEI within their sphere of influence and who feel comfortable with the questions addressed in DEI 100.

Safe Zone Ally Training Level 1, Sunday June 16 3-4:30pm, Tuesday June 18 8-9:30am
Safe Zone Ally Training Level 2, Monday June 17 11:30-1pm, Tuesday June 18, 3:15-4:45pm
Safe Zone Ally Training Deep Dive, Wednesday June 19, 3:15-4:45pm

NOMINATE A COLLEAGUE FOR AN ASEE AWARD!
Please remember to think inclusion as you consider nominees for ALL ASEE awards.

https://www.asee.org/member-resources/awards/full-list-of-awards

UPCOMING DIVERSITY-FOCUSED CONFERENCES

Understanding Interventions 2019
March 8-10, 2019 • Lord Baltimore Hotel, Baltimore • Baltimore, Maryland, USA

7th Annual Diversity Abroad Conference
March 2-5, 2019 • Emerson College, Boston • Boston, Massachusetts, USA

The Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference
April 14-17, 2019 • Crystal City, VA

Engineering Deans Gender Equity Workshop, after the Engineering Deans Institute
April 10 • San Antonio, TX
2018-2019 Committee Members

The ASEE Diversity, Equity and Inclusion Committee is a standing committee reporting to the ASEE Board of Directors through the Chair. We meet monthly to identify, implement, and oversee the actions associated with the ASEE Diversity Strategic Plan. We welcome your feedback about diversity-related engineering education issues and topics. Please contact any of our committee members with your questions or concerns.

Chair
Rebecca Bates, rebecca.bates@mnsu.edu
Minnesota State University, Mankato

Vice Chair
Susan Walden, susan.walden@ou.edu
University of Oklahoma

Past Chair
Eric Specking, especki@uark.edu
University of Arkansas

Corporate Member Council
Alice Squires, alice.squires@wsu.edu
Washington State University

Engineering Deans Council
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University of Southern California

Engineering Technology Council
Carol Lamb, cmlamb@ysu.edu
Youngstown State University

Women in Engineering Division
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Northeastern University

Pre-college Engineering Education Division
Meagan Pollock, mail@meaganpollock.com
Design, Connect, Create/ NAPEequity

Minorities in Engineering Division
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Franklin Institute

Member-at-Large
Olga Pierrakos, pierrao@wfu.edu
Wake Forest University

Member-at-Large
Kristen Constant, constant@iastate.edu
Iowa State University

Member-at-Large
Daryl Chubin, daryl.chubin@comcast.net
Understanding Interventions

Engineering Diversity Organization Representative
Chris Carr, ccarr@nsbe.org
National Society of Black Engineers

Headquarters Staff Liaison
Rocio C. Chavela Guerra, r.chavela@asee.org
ASEE

Vice President Member Affairs
(Ex Officio)
Gary Steffen, steffen@pfw.edu
Purdue University, Fort Wayne

Diversity, Equity and Inclusion Committee Delegates
Ex-officio individuals from divisions that have nominated delegates to maintain connections between divisions and the committee.

Aerospace
Sharan Asundi

Architectural Engineering
Said Rokooi

Biological & Agricultural Engineering
Youngmi Kim

Biomedical Engineering
Tanya Nocera

Chemical Engineering
Shannon Ciston

Civil Engineering
Frank Falcone

Computers in Education
Afrin Naz

Continuing Professional Development
Mitchell Springer

Cooperative & Experiential Education
Sandra English

Design in Engineering
Sindia Rivera-Jimenez

Educational Research and Methods
Beth Cady

Energy Conversion & Conservation
Hossein Mousavinezhad

Engineering Economy
Erick Jones

Engineering Ethics
Jennifer Karlin

Engineering Leadership Development
Jena Asgarpoor

Engineering Management
Ona Egbue

Engineering Physics & Physics
Teresa Larkin

Experimentation & Lab-Oriented Studies
Karin Jensen

First-Year Programs
John Estell

Industrial Engineering
Karen Bursic

LGBTQ Inclusion
Brian Kirkmeyer

Liberal Education/Engineering & Society
Donna Riley

Mathematics
Janet Callahan

Mechanical Engineering
Sriram Sundararajan

Multidisciplinary Engineering Education
Jean Bossart

Minorities in Engineering
Canek Phillips

Pre-College Engineering Education
Morgan Hynes

STEM Equity
Elizabeth Litzler

Systems Engineering
Federica Robinson-Bryant

Student Division
Mehda Dalal

Soundoussa Sassi

Women in Engineering
Debra Friedrichsen

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Chairs
Rebecca Bates — Chair
Susan Walden — Vice Chair