

**2016-2017 Diversity Committee
ASEE June Board of Directors Meeting Report
June 1, 2017**

Executive Summary

This report outlines the current state of the Diversity Committee, its accomplishments, and action items for the period June 2016-January 2017. The Diversity Committee works to identify, implement, and oversee the actions associated with ASEE's Diversity Strategic Plan (<http://diversity.asee.org/strategy>). Our actions are guided by the premise that embracing diversity and striving for inclusiveness enrich, and are essential to, educational experiences and innovations that drive the development of creative solutions to address the world's challenges. We learn from experiences, beliefs, and perspectives that are different from our own. Diversity, both intellectually and socially, fuels innovation and the development of imaginative and enduring solutions to global problems.

The Diversity Committee, led by Adrienne Minerick (Past Chair), Stephanie Farrell (Chair), Eric Specking (Vice-Chair) and Rocio Chavela (ASEE Staff Liaison) has 15 members (see Appendix A) and 22 non-voting delegates from 22 divisions and special interest groups (see Appendix B) who participate in the Committee's activities and provide two-way communication between their divisions and the diversity committee. Diversity Committee accomplishments since June include:

- Re-designing the ASEE Diversity website (<http://diversity.asee.org>),
- Publishing a newsletter twice annually to enhance communication from the Diversity Committee ([online](#)), Running the Student Essay/Video Contest,
- Engaging in functional partnerships with other organizations (IEEE, ASME, WEPAN, NSBE, NAMEPA, SHPE, NOGLSTP, oSTEM, AIChE, AISES, SWE),
- Expanding delegate representation from ASEE divisions from 15 to 22, to increase coordination and communication,
- Organization of the first-ever Diversity Committee Paper Program at the 2017 Annual Conference,
- Organization of special sessions and workshops at the 2017 Annual Conference,
- Continuing the Best Diversity Paper award ([attached](#)),
- Co-sponsoring (with Student Division) distinguished Speaker Matt King from Facebook at the 2017 Annual Conference,
- Walking Toward Inclusion Footsteps Project,
- Organizing and running interactions at the ASEE Annual Conference Diversity Pavilion,
- Digital badging pilot program (with Strategic Doing *Innovation Team*).

2016 – 2017 Activities

Strategy & Implementation Plan

The new strategic plan introduced in June 2016 offers a succinct and coordinated set of priorities. Goals are connected with tasks, measures and owners of the tasks to move us forward on implementation of the plan. The committee began to work under this implementation plan in June 2016 (see Appendix C)

Diversity Committee Organizational Chart and Sub-Committee/Task Force Charges

Due to significant expansion of ASEE delegates, the ASEE Diversity Committee developed an organizational structure that aligns with the Strategy & Implementation Plan. The Diversity Committee is organized into two Sub-Committees: Action and Long Range Initiatives. Five sub-task forces are aligned under the sub-committees with communication overlaps as necessary. Only the Conference/Programming Task Force has multiple functional groups. The ADC has been operating under this new structure since June 2016 (see Appendices D and E).

Student Essay & Video Contest

This contest is an annual event to highlight the voices of our students – at all levels. The call was circulated at this 2016 annual conference with advertising and deadlines to match the February paper deadline. This year, we partnered with the P-12 Committee around the theme, “Commit to P12: When Engineering Begins!” The prompt for the contest is “Describe a time in your life where you organized or participated in an effort to encourage P12 students to go into a STEM field, specifically engineering.” First, second and third place winners have been selected and notified. Highlights of their essays/videos will appear in September Prism (see Appendix F).

Website

The Committee, under the leadership of webmaster Debra Freidrichsen, has expanded the website <http://diversity.asee.org>, which is very visibly linked from the main asee.org website. The website has easy-to-see menu items which provide comprehensive information about ASEE’s diversity efforts. This website remains a living resource for the benefit of engineering education stakeholders (i.e. deans, faculty, instructors, professors of practice, administrators, students, etc.). The website was recently re-designed and content is currently being migrated.

Newsletter

The Diversity Committee’s biannual newsletter was circulated to the ASEE membership in Fall 2016. The newsletter provides updates of the Committee’s activities, is also a source for diversity-related information for ASEE members, and is a means to enhance communication. The communications committee is analyzing data to track the number of downloads according to the strategic plan. Newsletters are [available online](#).

Sessions at the 2017 Annual Conference

For the first time, the Diversity Committee will offer Paper sessions at the Annual Conference in 2017. The ADC accepted 17 papers across different dimensions of diversity that are not the focus of other Divisions. A total of 4 paper sessions have been organized. The Diversity Committee will continue to offer a wide variety of panels and workshops at the annual conference. Two Allies for Gender Equity sessions, five Safe Zone sessions, a Roundtable Conversation on Diversity and Inclusivity, and a session on Diversity Student Support Programs are planned.

Best Diversity Paper Award

The Diversity Committee continues the Best Diversity Paper competition. Papers are nominated by Divisions as well as Sections/Zones, and the top 5 papers will be presented in the 2017 Best Diversity Paper Session at the Annual Conference. The top pick from the 2016 Best Diversity Paper Session will present in the larger Society-wide Best Paper Session during the plenary slot at the 2017 Annual Conference.

Diversity Pavilion

ASEE has provided a complimentary 40'x40' Pavilion located in the exhibition area. Partner societies are invited to staff the booth and display diversity-related materials. The diversity pavilion represents an opportunity for all conference attendees to engage in diversity-related activities and to learn about ASEE's and partner societies' activities. This year's activities are (1) 'ASEE Includes' T-shirts, (2) ADC Photo Booth and (3) identity reflection.

Digital Badging

The Innovation Team and the ADC worked together to develop a pilot program for digital badging. Digital badges will be offered to participants of the ASEE Safe Zone workshops at the annual conference. The badges are hosted on Credly and can be shared across platforms and on websites and social media. ASEE members will benefit by having a badge that represents their professional credentials. Badges increase the visibility of ASEE initiatives [Safe Zone workshops] by allowing others to see who has participated and the skills they have acquired as a result of the training.

Partnerships

The Diversity Committee is continuously fostering functional partnerships with several diversity promoting organizations including IEEE, ASME, WEPAN, NSBE, NAMEPA, SHPE, NOGLSTP, oSTEM, AIChE, AISES, and SWE. In addition to linking with diversity-oriented organizations we continue to try to extend our reach to technical professional societies with active diversity and inclusion related groups. We worked with IFEEES to organize a special session at the WEEF in November 2016, and offered a workshop and a regular session at the AIChE Annual Conference also in November.

Delegates Serving on the Diversity Committee

Last year's effort to broaden the engagement of actively engaged individuals on the diversity committee has been a great success! Each division has been invited to nominate one Diversity Delegate to the Diversity Committee, provided their division added a diversity statement to their bylaws. We now have 22 delegates, some of whom are our most active participants in Diversity efforts (see Appendix B).

Funded Projects and Proposal Efforts

Stephanie Farrell, Rocio Chavela, and Adrienne Minerick are the ADC leads on an ASEE EAGER grant for LGBTQ Equality in Engineering. Six online Safe Zone trainings were offered this year bringing our total to 199 online training participants since spring 2016. Six face-to-face workshops were offered at the Annual conference in 2016, and five are planned for the 2017 Annual Conference. Coordination between ASEE Safe Zone and an engineering intensive institution's Safe Space trainings are being piloted at the 2017 conference. A proposal to continue the project is currently in preparation.

Diversity Committee Budget

Thanks to support from ASEE, the Diversity Committee has a \$5,000 budget with which to fund our efforts. A majority of funds have gone toward the Walking toward Inclusion footsteps, printing materials for the annual conference, and other promotions during the annual conference. \$1,000 was used to co-sponsor the Distinguished speaker Matt King whose lecture is sponsored by the Student Division.

Recommendations

The effectiveness of the ADC efforts could be enhanced through guidance and feedback from the Board of Directors and two-way communication with the Board of Directors and other Board Committees.

Summary

The ASEE Diversity Committee has engaged in numerous, highly visible activities that promote diversity within our membership. The efforts outlined here are the result of volunteer efforts that coordinate across ASEE headquarters to every division, section, and zone in the ASEE network. Further, our efforts have the potential to impact the larger engineering community and encourage mainstream, majority involvement in diversity efforts. On behalf of the committee, we look forward to continued growth in diversity and inclusion efforts as this committee moves forward on our Strategy and Implementation Plan.

Respectfully submitted,



Stephanie Farrell, Diversity Committee Chair

Professor and Chair, Department of Experiential Engineering Education

Rowan University

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Appendix A: ASEE Diversity Committee – Members

Title	Name	Institution	Email
Past Chair	Adrienne Minerick	Michigan Technological University	minerick@mtu.edu fedompie@mtu.edu
Chair	Stephanie Farrell	Rowan University	farrell@rowan.edu
Vice Chair	Eric Specking	University of Arkansas	especki@uark.edu
Women in Engineering Division Chair/Rep	Debra Friedrichsen	MJ Innovations, LLC	ambitious.engineer@gmail.com
K-12 Division Chair/Rep	Susan Walden	University of Oklahoma	susan.walden@ou.edu
Minorities in Engineering Division Chair/Rep	Darryl Williams	Tufts University	Darryl.Williams@tufts.edu
Corporate Member Council Chair/Rep	Shariq Yosufzai	Chevron	ssyo@chevron.com gifh@chevron.com
Engineering Dean's Council Chair/Rep	Yannis Yortsos	University of Southern California	yortsos@usc.edu
Engineering Technology Council Chair/Rep	Carol Lamb	Youngstown State University	cmlamb@ysu.edu
Member-At-Large	Kristen Constant	Iowa State University	constant@iastate.edu
Member-At-Large	Frank Flores	Northrop Grumman Corporation	frank.flores@ngc.com
Member-At-Large	Becky Bates	Minnesota State University, Mankato	rebecca.bates@mnsu.edu
Rep from Engineering Diversity Organization	Christopher Carr	NSBE	ccarr@nsbe.org
Headquarters Staff Representative	Rocio C. Chavela Guerra	ASEE	r.chavela@asee.org
VP for Members Affairs	Grant Crawford	Quinnipiac University	bobby.crawford@quinnipiac.edu

Appendix B: ASEE Diversity Committee – Delegates

Division/Zone/Section	Name	Institution	Email
Aeronautics Division	Sharan Asundi	Tuskegee	asundi@mytu.tuskegee.edu
Chemical Engineering Division	Arthur Felse	Northwestern University	afelse@northwestern.edu
Design in Engineering Division (DEED)	Olga Pierrakos	James Madison University	pierraos@jmu.edu
Educational Research and Methods Division	Julie P. Martin	Clemson University	jtrenor@clemson.edu
Electrical and Computer Engineering Division	Hossein Mousavinezhad	Idaho State University	hossein.mousavinezhad@ieee.org
Engineering and Public Policy Division	James Ammons	Florida A&M University	james.ammons@famu.edu
Engineering Libraries Division	Rebecca Orozco	University of Kansas	orozco@ku.edu
Engineering Economy Division	Erick Jones	University of Texas at Arlington	ecjones@uta.edu
Engineering Ethics Division	Jennifer Karlin		jen@jenkarlin.com
Entrepreneurship & Engineering Innovation Division			
Industrial Engineering Division	Glenda Young	Virginia Tech	glendayoung87@gmail.com
Liberal Education/Engineering & Society Division	Donna Riley	Virginia Tech	dmriley@vt.edu
Mathematics Division Delegate	Janet Callahan	Boise State University	janetcallahan@boisestate.edu
Delegate for External Committees	Teri Reed	U Cincinatti	reedtk@ucmail.uc.edu
Mechanical Engineering Division	Sriram Sundarajan	Iowa State University	srirams@iastate.edu
Minorities in Engineering Division	Yvette Pearson Weatherton	Rice University	yvette.p.weatherton@rice.edu
Multidisciplinary Engineering Division	Olga Pierrakos	James Madison University	pierraos@jmu.edu
Pre-College Engineering Education Division	Morgan Hynes	Purdue University	morganhynes@purdue.edu
Systems Engineering Division	Alice Squires	Washington State University	alice.squires@wsu.edu
Student Division	Jessica Wilson	University of South Florida	ms.jessicawilson@gmail.com
Delegate for LGBTQ Inclusion	Brian Kirkmeyer	Miami University	kirkmebp@MiamiOH.edu
HQ Staff Coordinator	Alexandra Longo	ASEE	a.longo@asee.org

Appendix C: ASEE Diversity Committee

Strategy & Implementation Plan: Objectives, Strategies, Tasks, and Measures

VISION: ASEE envisions widespread, inclusive, and equitable environments in engineering, academia, and industry that embrace individual differences and leverage diversity for a better engineered tomorrow.

MISSION:

- To increase visibility and discussion of diversity issues.
- To help develop inclusive and pervasive environments for all engineers to thrive.
- To facilitate and encourage use of translatable strategies that enable both bottom up and top down empowerment.

Green indicates easier to implement

Yellow has some challenges

Orange is difficult.

Strategy	Task (tactical activities)	Task Measures (2016-2017 baseline, annual targets)	Sub-committee or Task Force with ownership
Goal 1: Increase visibility, improve baseline knowledge, empower members, and leverage events within ASEE and ASEE affiliates to increase diversity.			
Strategy 1A: Engage the ASEE community to improve baseline knowledge of diversity issues.	Conduct Best Diversity Paper Competition, Workshops, and related sessions to increase visibility at the annual conference.	Measure participation via counts, surveys, etc. and track progress over time. Targets include number of nominees, number of attendees (>500/conference); number of divisions co-sponsoring (>10/yr) sessions.	Conference/Programming Task Force → Best Diversity Paper Selection Committee
	Utilize Diversity Committee Newsletters (Name--> INCLUSIONS) to annually disseminate Diversity Committee sessions/activities, best practices, best diversity paper summaries, and related content covering multiple aspects of diversity.	>= 2 newsletters per year, circulation to 12,000 members, 60+ divisions, >600 downloads in 3 months surrounding release, circulate to women in engineering programs/ inclusion offices, circulate to other organizations	Communication

	Encourage each division, section, and zone to actively seek out leaders from populations that are underrepresented in engineering.	>13 who have included diversity in bylaws, # education activities/info flow to divisions/ sections/ zones/ other groups. Track division leadership demographics over time. Future metrics will follow.	Action Sub-Committee
	Encourage each division to hold at least one activity each year that features inclusiveness.	Track divisions who sponsor diversity sessions and post on website. Each year > 10 divisions jointly-sponsor and/or sponsor activities related to diversity. Track and annually grow attendance at activities such as the K-12/WIED/MIND reception.	Conference/Programming Task Force
	Create training opportunities to prepare individuals to influence change.	>5 SafeZone or similar sessions/year; >1 training workshops/year; add 1 archived webinar/other session/year; Track number of people participating in each per year and post on website.	Conference/Programming Task Force
	Expand the ASEE Diversity Website to provide visibility to ASEE diversity efforts and a forum for multiple strategic initiatives.	Track new content, frequency of updates (>1/month), number of downloads, number of pageviews and sessions (>5000/yr)	Communication
	Through formal and informal discussions and diverse media venues, engage ASEE leaders and members to improve individual level understanding of diversity and inclusion, the importance to the profession of advancing diversity, and individual and organizational opportunities and responsibilities in developing an engineering community that "looks like" America.	Track twitter campaign activity >50 tweets per year; increase twitter followers by 100 /year; >200 #ASEEDiversity uses/year.	Communication

Strategy 1B: Empower ASEE members into actionable initiatives.	Utilize ASEE infrastructure to connect members with funding initiatives, programs, resources, etc.	Maintain web portal to list opportunities; update links annually to other databases; track visits to web page; sustain publicity efforts including emails, tweets on this topic (~1 message/month).	Communication
	Provide forums for conversations that explore multiple perspectives on diversity and inclusion at annual/section/zone conferences.	Conduct surveys of forums to track impact; Target >5 interactive panels/round table sessions/year; >5 SafeZone or similar sessions/year; >1 training workshops/year; add 1 archived webinar/other session/year to website; Invite guests to Diversity Committee Teleconferences	Conference/Programming Task Force, Communication, Annual Video/Essay Contest
	Set an example with Strategic Doing and grow involvement via division/section/zone delegates and open Annual Conference Diversity Committee meeting.	Grow delegates by 2 per year via annual invites to join and guest invitations to teleconferences.	Action Sub-Committee
	Encourage current leaders and majority individuals to become advocates and allies via conversations/trainings/information dissemination.	Offer >1 training session per year; track involvement by classification of leader (academic admin, division/society leadership, etc.); Quantify formal and informal interactions via reflections of committee member conversations using an open google doc.	Conference/Programming Task Force, Partnerships
Strategy 1C: Partner with Engineering Deans Council (EDC), Engineering Technology	Replicate successful diversity/inclusion sessions/forums from annual conference to section/zone conferences and vice versa.	Measure participation via counts, surveys, etc. and track progress over time; Via train the trainers, achieve >1 replication/year and grow by ~1 event per year via the additional trainers.	Conference/Programming Task Force, Partnerships
	Co-coordinate programming/workshops to	Track workshops/programming activities broken down by students,	Conference/Programming Task Force, Partnerships,

Council (ETC), Corporate Member Council (CMC), Engineering Research Council (ERC), divisions, sections, zones, and other groups.	increase enrollment of diverse undergraduate and graduate students, increase diverse faculty/personnel and growth into leadership positions.	faculty/personnel, leadership (increase by 1 additional event/year); Track requests for programming info (>1/year); Track website visits to programming page (increase by 100 visits/year).	Communication
	Co-coordinate efforts for preK-12 activities with ASEE P-12 Committee and related entities. Share best practices and gain strength through coordination.	>4 touch points/year with ASEE P-12 Committee; >2 programmatic events/year; Track the value from participant reflections (document from minutes/google doc positive > negative and >5 documented/yr); Track adoption of best practices (document from minutes >1 new/yr).	Diversity Committee Chairs, Partnerships, Conference/Programming Task Force
	Disseminate information on behalf of partners back to ASEE members and ASEE groups.	Newsletter mentions (>1/yr); emails (>4/yr with each group); Involve all groups in content for Diversity Booth; Track webpage features including news/twitter feeds (>10 tweets/yr).	Communication, Partnerships
	Foster open dialogues and create ongoing collaborative relationships to exchange valuable knowledge and experiences on Strategy 1A tasks, as appropriate.	Track meetings held and emails sent (>=4 touch points/year); Track the value from participant reflections (document from minutes/google doc positive > negative and >5 documented/yr); Track adoption of best practices (document from minutes >1 new/yr)	Long Range Initiatives Sub-Committee, Partnerships
Goal 2: Increase visibility of and perceived importance of diversity within all engineering and related communities.			
Strategy 2A: Be a proactive voice to influence policies and	Engage key thought leaders to best inform all tactical efforts in this strategy. Examples of key engineering entities from which to	Executive Diversity Committee (Focused on Big Picture, Long Range Strategies) meets 3+times/yr followed by communication with full Diversity	Diversity Committee Chairs, Long Range Initiatives

practices on a national and global scale.	recruit leaders include NAE, ABET, and technical societies.	Committee; Pull in >1/yr new thought leaders from round table/related efforts; Ensure >1 external person with influence/reach is engaged/yr; Maintain accumulating database of influential thinkers and reach out to >4/yr.	
	Proactively advocate to expand definitions of under-representation. Advocate for and feature survey tools that more effectively count underserved groups.	Solicit input from multiple stakeholders on an annual basis; Develop a process to support/write advocacy letters; Highlight research into underserved groups and disperse corresponding tool/instrument in newsletter at 1/yr.	Diversity Committee Chairs, Policies, Letters & Related, Communication
	Create a resource webpage describing beginning steps enabling transformation of engineering workplaces into inclusive and diverse ones across all sectors of engineering. Examples include Engineers Week and Introduce a Girl to Engineering Day.	Publicize resource items via website, newsletter, emails, etc >1/yr. Spotlight 1 new step for each newsletter; Track counts on website visiting resource page (increase by 500 visits/yr); Link in >5 new resources each year; Partner with researchers to assess effectiveness of resource items (measures will evolve from this);	Create Research/Resources Task Force?, Communication, Partnerships
	Encourage collaboration across engineering sectors to share and build successful policies, practices, and programs that promote diversity.	Provide talking points for members/delegates when they visit other sectors & track usage (>5 visits/yr); Collect anecdotes of other organizations that mimic or adopt our materials; Track downloads of materials from website (metric based on first year);	Diversity Committee Chairs, Long Range Initiatives
	Influence policies and practices by advocating for and featuring assessment tools that yield accurate pictures of student, faculty, and workforce retention across all	Engage in projects whose goals are to standardize the collection of retention data at all levels; Highlight retention research and disperse corresponding tool/instrument in newsletter 1/yr.	Diversity Committee Chairs, Policies, Letters & Related, Communication

	sectors of engineering. Petition to have student tools included in national surveys and accreditation.	Engaging >5 scholars/yr to identify 2+ new tools/yr for the website; Track access of materials from website (metric based on first year);	
	Suggest and promote comprehensive, systems-oriented policies and practices that support diversity and inclusion across all sectors of engineering.	Formally communicate Diversity Committee endorsement of >2 national or global policies/practices; Formally communicate Diversity Committee endorsement on >2 professional society or organization level policies/practices; these endorsements may either be directly or by forwarding to the Board of Directors.	Policy, Letters & Related
Strategy 2B: Develop partnerships that recognize and disseminate info/strategies to a larger audience.	Establish partnerships with other professional organizations to co-host diversity-related programming and initiatives and to co-implement ASEE's and/or partner organization's desired strategic objectives. Example organizations include IEEE, IIE, ASME, WEPAN, NSBE, NAMEPA, SHPE, NOGLSTP, oSTEM, AIChE, AISES, SWE, ACS	>2 touch points with each organization/yr; >3 programmatic events/yr across all partners.	Partnerships, Conference/Programming Task Force
	Increase visibility of and encourage nominations/applications for prestigious awards to recognize organizations <u>that achieve key diversity goals</u> . Examples include Baldrige Awards, GEDC Airbus Diversity Award, WEPAN, CLAIRE L. FELBINGER AWARD FOR DIVERSITY (ABET) Award, etc.	Publicize >3 awards/yr via website, newsletter, emails, etc.; >2 nominations supported/yr	Diversity Committee Chairs, Communication
	Support and help publicize efforts	>2 touch points with each	Diversity Committee

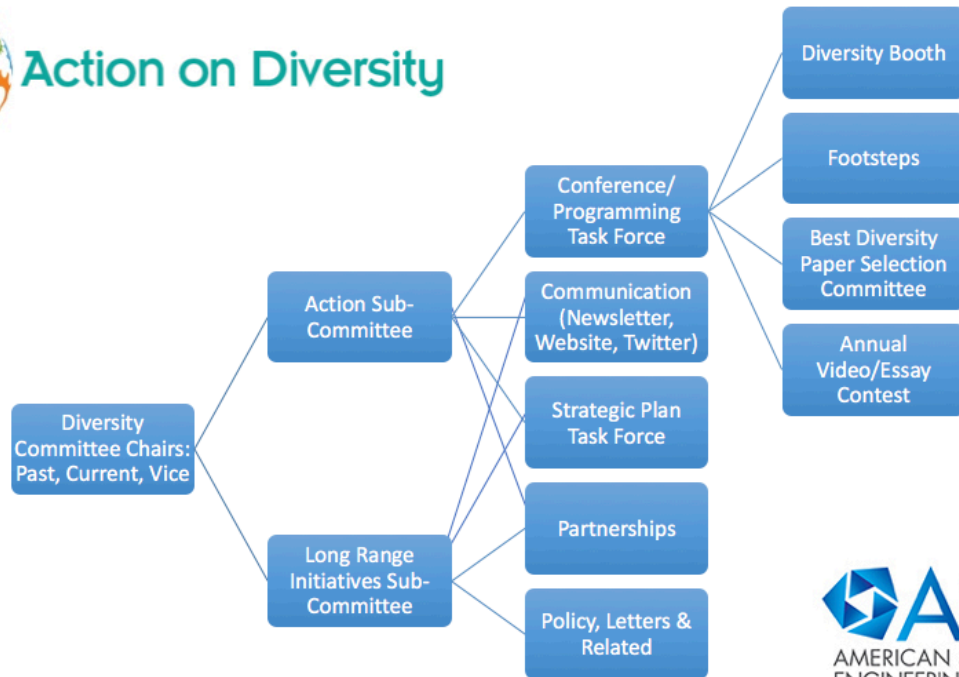
	that increase public awareness of engineering across diverse audiences. Examples of efforts include Changing the Conversation, Engineer Your Life, Design Squad, etc. which build positive public images for engineering.	organization/yr; Publicize >3 items/yr via website, newsletter, emails, etc.	Chairs, Communication
Strategy 2C: Engage the broader engineering community (academia, industry, government) to actively and steadily increase diversity.	Conduct workshops/national efforts to increase diversity in leadership positions.	>=1 workshops held/yr; # of partners; # of participants; # workshops translated from 1A; # workshop materials downloaded from website; #members/non-members/academia/industry/government participate; survey & self-reports.	Conference/Programming Task Force, Long Range Initiatives Sub-Committee
	Engage current leaders and majority individuals to become advocates and allies within and across industry, government, and academia with guidelines for useful advocacy.	# engagements; Increase engagements by >10%/yr; Highlight advocacy opportunities in newsletter once per year; measure adoption of appropriate diversity engagement tools; >1 training session per year; # of member/non-member/academia/industry/government participants.	Conference/Programming Task Force, Long Range Initiatives Sub-Committee
	Increase social networking and mentoring within and across current academic, industry, and government engineers and executives (chairs, administrators) to increase diversity of the engineering workforce and leadership.	Develop twitter campaign; >50 tweets per year; increase twitter followers by 100/year; >200 #ASEEDiversity or #ASEEIncludes uses/year; conduct #label intersection analysis and how change year to year; # attend networking sessions/mixers/related; >1 surveys/yr to assess new mentoring relationships;	Communication, Footprints Partnerships
	Work with other entities and groups to improve climate at the workforce level (non-academic).	# Partners/groups worked with; # workshops/meetings held on related topics; # companies/ organizations	Partnerships, Communication

		represented at meetings; Highlight research/ program implementations and results on climate assessment 1/yr in newsletter.	
	Disseminate best practices from and to academia, industry, and government to recruit, retain, and promote engineers from diverse backgrounds.	Add 4 resources/yr to website; send 1 briefing/year to Corporate Member Council via CMC Diversity Committee member; CMC DC member bring member feedback about activities to DC 1/year; send 1 briefing/year to Engineering Deans Council via EDC Diversity Committee member; EDC DC member bring feedback about activities to DC 1/year; define 1 method for dissemination to government at local, state or federal levels.	Communications, Partnerships, Policy, Letters & Related
	Link, connect, and help disseminate best practices to make outreach efforts inclusive (e.g., summer programs, visiting K-12 schools); encourage increases in such outreach efforts.	Count addition of best practices to website; Increase downloads of resources from website by 10% annually; follow-up survey to track # outreach events that use the resources; # faculty, engineers, PhD students and other professionals engaging in outreach.	Communication, Action Sub-Committee
	Encourage near-peer mentoring programs at all levels and across all engineering sectors	> 4 communications/yr with existing mentoring programs; Publicize >5 programs/yr via website, newsletter, emails, etc. Spotlight 1 new program for each newsletter; Survey the community & glean from participant reflections level of engagement.	Long Range Initiatives Sub-Committee
	Co-coordinate and promote programming/workshops/other with funding agency initiatives as appropriate.	>4 touch points with agencies/yr; 1 programmatic event/yr; Survey the value from agency representatives (positive > negative).	Conference/Programming Task Force, Partnerships

Appendix D: Diversity Committee Structure



Action on Diversity



Appendix E: ASEE Diversity Committee – Charges to each of the Sub-Committees

Action Sub-Committee

The Action Sub-Committee shall coordinate between task forces and ongoing initiatives. Most activities within Action are either annual activities or those requiring short response times. The Action Sub-Committee is focused heavily, but not exclusively, on Goal 1 of the Strategic Plan: Increase visibility, improve baseline knowledge, empower members, and leverage events within ASEE and ASEE affiliates to increase diversity.

Long Range Initiatives Sub-Committee

The Long Range Initiatives Sub-Committee shall serve as thought leaders, envisioning nationwide, global efforts to influence diversity. Most activities within Long Range focus on policy, advocacy and highly visible statements. The Long Range Initiatives Sub-Committee is focused heavily, but not exclusively, on Goal 2 of the Strategic Plan: Increase visibility of and perceived importance of diversity within all engineering and related communities.

Conference Programming Task Force

This Task Force shall oversee all programming and activities at the annual conference including Workshops, Round Tables, Panels, etc. as well as coordinate dedicated teams for the Diversity Booth, Footsteps, Best Diversity Paper, and Annual Video/Essay Contest.

Diversity Booth

This Task Force shall coordinate all content including displays, materials, video displays, co-hosts, giveaways, and schedules within the booth.

Footsteps Project

This Task Force shall coordinate the collection, development, and vetting of thought-provoking snippets as well as the printing of footsteps to be placed around the annual conference.

Best Diversity Paper

This cross-cutting task force shall review and rate papers identified as best diversity papers. These papers will be selected for the Best Diversity Paper Session at the Annual conference and the #1 choice will be forwarded to ASEE to receive the society-wide ASEE Best Diversity Paper Award at the next Annual Conference.

Communication (Newsletter, Website, etc.)

The Newsletter Editor, Webmaster, and Communications Liaison (others?) should coordinate on messaging as well as seeking new content. Coordinated dissemination of information to membership is a goal of this organizational combination.

Strategic Plan Task Force

The Strategic Plan Task Force shall finalize the revisions of the ASEE Diversity Committee Strategic Plan and then take the necessary steps to implement the measures and tracking listed. These tasks should be in coordination with appropriate sub-committees and task forces. The taskforce shall request reports from all subcommittees annually, review reports with respect to advancement of the strategic plan, and compile into a single report before the Board meeting in June.

Partnerships

This Task Force will oversee all appointments to partnering societies as well as contacts. Further the committee will proactively seek out mutually beneficial partnerships and how to sustain them.

Policy, Letters & Related

This group may serve ad-hoc in response to the need for timely advocacy in response to events or to encourage diversity and inclusion policies.

Appendix F: Student Essay & Video Contest

Students, tell us your story or share your perspective!

The American Society for Engineering Education (ASEE) envisions widespread, inclusive, and equitable environments in engineering, academia, and industry that embrace individual differences and leverage diversity for a better engineered tomorrow. The Board of Directors established the 2016-2017 year as the year to Commit to P12: When Engineering Begins. In response to this celebration and focus of P12 education, the ASEE Diversity Committee wants students from all walks of life and grade levels (graduate, undergraduate, and P12) to share their community story by submitting an entry into the essay and/or video contests. Each entry should clearly answer the prompt provided below and follow all rules.

Prompt & Requirements

Essay (300 to 500 words)

Prompt: The increasing demand for STEM graduates with skills to work and innovate in a global market demands a pipeline of talent from all walks of life. Describe a time in your life where you organized or participated in an effort to encourage P12 students to go into a STEM field, specifically engineering. Be sure to discuss why you participated, what you did, and how the event impacted the students.

By submitting a written essay, contestants are agreeing for it to be reviewed by editors and to slight editorial changes, mainly for clarity, made by the ASEE Prism staff. These edits will be provided to the submitter prior to publication. Publication can be anonymous, but contact information is required for authentication and approval of edits.

Video (3-5 minutes)

Prompt: The increasing demand for STEM graduates with skills to work and innovate in a global market demands a pipeline of talent from all walks of life. Create a video that describes a time in your life where you organized or participated in an effort to encourage P12 students to go into a STEM field, specifically engineering. Be sure to show why you participated, what you did, and how the event impacted the students. This should not be an advertisement for your organization's outreach.

By submitting a video, contestants are agreeing for ASEE and its committees to use the video in any means they deem positive.

Eligibility Requirements & Contest Rules

- Open to Preschool to 12th grade students and students enrolled in a college of engineering or engineering technology (or similarly named program) at the undergraduate or graduate levels
- All videos and essays had to be submitted by the submission deadline
- All submissions had to be original and entries previously published elsewhere not be submitted
- By submitting an entry to the contest, each entrant gave ASEE all rights, including copyright, to the entry and express permission to edit and publish the entry in all media without limitation and without any other notice

- By submitting a written essay, contestants are agreeing for it to be reviewed by editors and to slight editorial changes, mainly for clarity, made by the ASEE Prism staff. Publication can be anonymous, but contact information is required for authentication and approval of edits
- By submitting a video, contestants are agreeing for ASEE and its committees to use the video in any means they deem positive

Prizes

Winners are selected by a group of reviewers from the ASEE Diversity Committee. Up to 3 awards will be given as prizes for the top submissions from all categories.

- 1st Place: \$275
- 2nd Place: \$150
- 3rd Place: \$70

Submission Timeline

- September 1: Contest submission open
- February 1: Submission deadline
- March 1: Submission review deadline
- April 1: Winner notification deadline

2015-2016 Winners

Click on the names of our winners to listen to, watch, or read their entries.

- **First Place** - Shante K. Stowell (undergraduate, Massachusetts Institute of Technology) with her entry, "Feeling Raced," created a unique audio piece that encourages thought and self-reflection.
- **Second Place** - Shenwei Chang (undergraduate, University of Texas) with her entry, "Working Toward a More Inclusive Engineering Educational Environment," provided a unique perspective on diversity through "anecdotes that illustrate the persistence of sexism in engineering and also briefly analyzes the diversity problem within engineering women's spaces through the lens of intersectionality."
- **Third Place** - Samantha Matta (Arizona State University) with her entry, "A Bite Into the Baklava of Life," reminded us that there is beauty in our differences.
- **Honorable Mention** - Sylvie DeLaHunt (University of Maryland) and Brianna Malcolm (University of Florida)