

**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 (Appendix A). 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 B) and 22 non-voting delegates from 22 divisions and special interest groups (see Appendix C) 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 (Appendix D),
- 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 (Appendix E),
- Continuing the Best Diversity Paper award (Appendix F)
- 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 A)

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 G and H).

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 D).

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. (Appendix E)

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. (Appendix F)

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 C).

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,



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