

2015-2016 Diversity Committee ASEE June Board of Directors Meeting Report

June 6, 2016

Executive summary

This report outlines the current state of the Diversity Committee, its accomplishments, and action items for the period from June 2015 – June 2016. The Diversity Committee meets via teleconference approximately every three weeks to identify, implement, and oversee actions. 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, can only fuel innovation and the development of imaginative and enduring solutions to global problems. The Diversity Committee has 15 members and 14 non-voting delegates from 14 divisions. These delegates participate in the Committee's activities and liaise between their divisions and the diversity committee. Diversity Committee accomplishments since June have included:

- Revising and updating the Strategy & Implementation Plan ([attached, request vote for approval](#)),
- Revamping the 2016-2017 Student Essay & Video Contest with a P-12 theme in coordination with the P-12 Committee.
- Walking Toward Inclusion Footsteps Project
- Maintaining the Year of Action on Diversity website (<http://diversity.asee.org>),
- Publish a newsletter twice yearly to enhance communication from the Diversity Committee (online),
- Engaging in functional partnerships with other organizations (IEEE, ASME, WEPAN, NSBE, NAMEPA, SHPE, NOGLSTP, oSTEM, AIChE, AISES, SWE),
- Continuing to facilitate panels, sessions, and LGBTQI Safe Zone Workshops
- ASEE Annual Conference Diversity Booth

Strategy & Implementation Plan: A sub task force of the Diversity Committee has worked over the last year to transform the concepts from our original strategic plan (2012-2013) into a more succinct and coordinated set of priorities. Further, they have taken this a step further to connect the goals with tasks, measures and owners of the tasks to move us forward on implementation of the plan. The original plan is available online: <https://www.asee.org/about-us/diversity/resources/strategic-plan-2012-2013>

The new version is attached and available for vote.

Diversity Committee Organizational Chart and Sub-Committee/Task Force Charges: The ASEE Diversity Committee reflected upon their current and ongoing tasks to develop an organizational structure. This structure 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. Please see attached structure and sub-committee/task force charges.

Student Essay & Video Contest: This contest is an annual event to highlight the voices of our students – at all levels. Attached are the flyer and bookmarks used for advertising. We intentionally paused this year to move this competition to a timeline most convenient for our students. The call is being circulated at this 2016 annual conference with advertising and

deadlines in the fall. This year, we partnered with the P-12 Committee around the theme, "Commit to P12: When Engineering Begins!".

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.).

Newsletter: The Diversity Committee's biannual newsletter was circulated to the ASEE membership in Spring 2014, Winter 2015, Spring 2015, Fall 2015, and Early Summer 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. A name change is being considered for the newsletter to INCLUSIONS. The latest Newsletter is attached.

Sessions at the 2016 Annual Conference: A wide variety of panels and sessions are planned for the annual conference. Please see the attached bookmark detailing: Diversity Turning Points (with perspectives from students), Veterans, Disabilities, Facilitating Conversations Panel, Round Table on Difficult Conversations, and Safe Zone sessions.

Best Diversity Paper Award

The Diversity Committee made minor adjustments to the Best Diversity Paper award, which was approved by the Board in 2015. The adjustments reflect the funding approved by the board as well as better outline the select criteria, which is judged based on both the paper as well as the presentation. This document is included as part of the consent agenda. This remains a viable annual competition.

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. A particular highlight is that we have shifted from focusing primarily on diversity centric organizations to also including technical societies with active diversity and inclusion related groups.

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 15 delegates, some of whom are our most active participants in Diversity efforts (see list below).

Proposal Efforts with which the Diversity Committee has assisted.

The NSF funded project led by Stephanie Farrell is working to develop meta-trainers to conduct and assess online SafeZone Workshops. This year she is leading the team training the trainers for workshops being rolled out next year. Surveys were conducted of faculty and students in both engineering and technology colleges this last spring.

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, SafeZone supplies, and other promotions during the annual conference.

Action-items:

- *Diversity Committee Strategy & Implementation Plan (VOTE: Motion to approve the ASEE Diversity Committee Strategy & Implementation Plan)*
- *Best Diversity Paper Award – updated document outlining funding (required by board approval) and selection process.*

Attached Documents:

- *Diversity Committee Strategy & Implementation Plan*
- *Best Diversity Paper Award*
- *Organizational chart & charges*
- *Student Essay and Video Contest materials*
- *Spring 2016 Newsletter*
- *Session Bookmarks*

In 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,

Adrienne R. Minerick, Diversity Committee Chair

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ASEE Diversity Committee - 2015-2016 Membership

	Name	End of Term	Institution	Email
Past Chair	Teri Reed	2016	Texas A&M University	terireed@tamu.edu
Chair	Adrienne Minerick	2017	Michigan Technological University	minerick@mtu.edu
Vice Chair	Stephanie Farrell	2018	Rowan University	farrell@rowan.edu
Women in Engineering Division Chair/Rep	Debra Freidrichson	2018	Oregon State University	ambitious.engineer@gmail.com
K-12 Division Chair/Rep	Andrea Ogilvie	2016	University of Texas at Austin	aogilvie@utexas.edu
Minorities in Engineering Division Chair/Rep	Monica Farmer Cox	2016	Ohio State University	cox.1192@osu.edu
Corporate Member Council Chair/Rep	Shariq Yosufzai	2018	Chevron	ssyo@chevron.com
Engineering Dean's Council Chair/Rep	Yannis Yortsos	2016	University of Southern California	yortsos@usc.edu
Engineering Technology Council Chair/Rep	Niaz Latif	2016	Purdue University	nlatif@purduecal.edu
Member-At-Large	Timothy Wilson	2016	Embry-Riddle Aeronautical University	wilson@erau.edu
Member-At-Large	Frank Flores	2017	Northrop Grumman Corporation	frank.flores@ngc.com
Member-At-Large	Marilyn Dyrud	2016	Oregon Institute of Technology	marilyn.dyrud@oit.edu
Rep from Engineering Diversity Organization	Burgess Mitchell	2016	Vanderbilt University	burgess.mitchell@vanderbilt.edu
HQ Staff	Rocio C. Chavela Guerra		ASEE	r.chavela@asee.org
VP for Members Affairs	Grant Crawford	2016	Quinnipiac University	bobby.crawford@quinnipiac.edu

ASEE Diversity Committee - Delegates

Division/Zone/Section	Name		Institution	Email
Chemical Engineering Division	Arthur Felse		Northwestern University	afelse@northwestern.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 Economy Division	Erick Jones		University of Texas at Arlington	ecjones@uta.edu
Engineering Ethics Division	Rebecca Bates		Minnesota State University, Mankato	bates@mnsu.edu
Entrepreneurship & Engineering Innovation Division	Nathalie Duval-Couetil		Purdue University	natduval@purdue.edu
Industrial Engineering Division	Eric Specking		University of Arkansas	especki@uark.edu
Liberal Education/Engineering & Society Division	Donna Riley		Virginia Tech	dmriley@vt.edu
Mechanical Engineering Division	Sriram Sundarajan		Iowa State University	srirams@iastate.edu
Multidisciplinary Engineering Division	Olga Pierrakos		James Madison University	pierraos@jmu.edu
Pre-College Engineering Education Division	Susan Walden		University of Oklahoma	susan.walden@ou.edu
Systems Engineering Division	Alice Squires		Washington State University	alice.squires@wsu.edu
Student Division	Jessica Wilson			ms.jessicawilson@gmail.com
Women in Engineering Division	Lorelle Meadows		Michigan Technological University	lameadows@mtu.edu