



Committee on Diversity, Equity, and Inclusion

A newsletter of the ASEE Committee on Diversity, Equity and Inclusion

Edited by Sriram Sundararajan

A Semi-Annual Newsletter

Issue No. 11, Spring 2019

Distinguished Lectures

Learn about the many options for Distinguished Lectures that address diversity, equity and inclusion

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Best Diversity Papers Candidates

Read about the finalists for the best diversity paper awards. These papers will be presented at the ASEE annual conference

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Diversity/Inclusion Sessions at the 2019 Annual Conference

Slate of professional development and discussion sessions focusing on diversity, equity and inclusion at the annual conference

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Committee

Who we are and how you can contact us to be part of the committee work

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DISTINGUISHED LECTURES AND COMMUNITY CONVERSATIONS

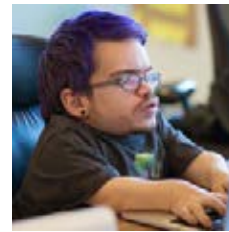
Committee Chair, Rebecca Bates

Many of the Distinguished Lectures at this year's conference address issues of diversity, equity and inclusion. We are highlighting our sponsored Lecture: Alternate-Universe ASEE: An engineering education conference session from a world where the majority of engineers are Deaf. Colleagues Mel Chua, Ian Smith & Giordon Stark will create an experience for the hearing audience that illustrates their typical experiences at conferences. Via the medium of interactive theater, experience a culturally deaf engineering education space conducted primarily in American Sign Language (ASL). What might engineering look like if deafness and signing were the norm - i.e., what different insights or approaches might deaf engineers have taken in developing it as a field? What would it be like if hearing/speech was an exception to be "accommodated" in engineering classrooms built for visual communication? Participants will experience firsthand how cultural assumptions, communication mediation, and other factors impact the conference for them. The audience will then have the opportunity to reflect on and discuss that experience together. The audience will explore our own habits and assumptions around what engineering education is, who is able to participate, and in what ways participation is enabled, extending the conversation beyond deafness/disability to broader issues of representation and engineering culture.

W292-DISTINGUISHED LECTURE: **Alternate-Universe ASEE: An Engineering Education Conference Session from a World Where the Majority of Engineers Are Deaf**

Mel Chua, Ian Smith, Giordon Stark

Wed. June 19, 2019 9:45 AM to 11:15 AM
Room 12 , Tampa Convention Center



Other Distinguished Lectures Related to Diversity, Equity, Inclusion & Access

W214 "Come Get your People!" Breaking Silences about Equity in Engineering Education Research *Alice Pawley*

W240 Creating a Culture of Inclusion: Let's do it! *Laura Bottomley*

W249 Pipeline, Pathway, or Ecosystem – Do Our Metaphors Matter? *Alan Chevillie*

W252 Community Engagement Ethics – First Steps in a Conversation with Affected Communities *Panel*

Follow up the Distinguished Lecture period with our Round Table discussions at 11:30 in Room 24. Conversation topics will include ways to support people with hidden and visible disabilities in engineering education, supporting colleagues who may be isolated in their home institutions, ways to advocate for our scholars under attack, and ways to support all students in our classrooms. Other timely topics will be addressed depending on the participants.

FINALISTS FOR THE BEST DIVERSITY PAPER AWARDS

Following the successful response to 2015's inaugural Best Diversity Paper awards, we are pleased to continue the effort this year. The call for nominations went out in late 2018 and sought to identify highly impactful efforts by ASEE authors that broaden participation and influence the inclusive, diverse future of engineering. Papers from the 2019 Annual Conference as well as papers published within any section or zone conference proceedings between May 1, 2018 and April 30, 2019 were eligible. Nominated diversity papers were assessed for novelty of approaches, ideas,

Best Diversity Paper Session Info (Session ID M492)

**Monday, June 17, 1:30 - 3:00 PM
Marriott Florida Salon V**

interventions, extent of inclusivity, and demonstrated magnitude of impact. This year the committee received 23 nominations from across the zones and divisions.

The Best Diversity Paper rubric (<https://diversity.asee.org/deicommittee/best-paper-rubric/>) was utilized by a selection

committee to assess scholarship attributes of the manuscript. and determine the finalists. This year, the committee has identified 5 finalists who will present their work at the Best Diversity Paper Session (Marriott Florida Salon V) during the Annual Conference on Monday, June 17th at 1:30 pm (Session ID: M492).

The finalists are listed below. Join us in hearing about the efforts being led by our colleagues to positively impact diversity and inclusion in engineering education! The presentations will help the committee identify the winning work.

Paper Title	Division/Zone
Institutional Agents' Roles in Serving Student Veterans and Implications for Student Veterans in Engineering by Dr. Catherine Mobley, Dr. Joyce B. Main, Dr. Susan M. Lord, Dr. Catherine E. Brawner, and Prof. Michelle M. Camacho	Military and Veterans Division
Work in Progress: Aligning What We Want With What We Seek: Increasing Comprehensive Review in the Graduate Admissions Process by Dr. La'Tonia Stiner-Jones and Dr. Wolfgang Windl	Graduate Studies Division
Effects of gender, effort, and spatial visualization abilities in an engineering graphics class by Ms. Hannah Budinoff, Ms. Audrey Ford, and Prof. Sara McMains	Engineering Design Graphics Division
Investigating Children with Autism's Engagement in Engineering Practices: Problem Scoping (Fundamental) by Ms. Hoda Ehsan and Dr. Monica E. Cardella	Pre-College Engineering Education Division
To What Extent Does Gender and Ethnicity Impact Engineering Students' Career Outcomes? An exploratory analysis comparing biomedical to three other undergraduate engineering majors by Dr. Alexis Ortiz-Rosario, Dr. Amena Shermadou, Dr. David A. Delaine, and Dr. Tanya M. Nocera	Biomedical Engineering Division

NEW WEBSITE

Check out our new website at <http://diversity.asee.org/deicommittee/>! Diversity.asee.org is being used to highlight the broad range of diversity and inclusion activities associated with ASEE. This expansion demonstrates the growth of ASEE's DEI efforts since the formation of our committee. The new diversity landing site lets people explore the work and resources from our committee, the Engineering Deans Council and their institution recognition program, ASEE divisions like MIND and WIED, and other sponsored activities like the LGBTQ+ Advocacy in STEM project.

2019 ANNUAL CONFERENCE DIVERSITY/INCLUSION SESSIONS



Co-sponsored sessions & Round-table discussions: Session map. This year's focus is professional development.

<https://diversity.asee.org/deicommitee/conference-glance/>

ASEE Committee on Diversity, Equity, and Inclusion - 2019 ASEE Annual Conference Sessions						
Sunday, June 16	Monday, June 17	Tuesday, June 18			Wednesday, June 19	
	8:00 am to 9:30 am	8:00 am to 9:30 am			8:00 am to 9:30 am	
	Monday Plenary	CDEI PD: Diversity, Equity, and Inclusion (DEI) 200 Room 18	ROUNDTABLE: Professional Track Faculty Grand Ballroom D	Safe Zone Ally Training (Level 1) Room 24	CDEI Conversations: The Community's Quest for Impact: A Discussion about the Role of Education Research in actually Broadening Participation Room 24	
	9:45 am to 11:15 am	9:45 am to 11:15 am			9:45 am to 11:15 am	
	Focus on Exhibits Brunch	Tuesday Plenary			Distinguished Lecture: Alternate-Universe ASEE: An Engineering Education Conference Session from a World where the Majority of Engineers are Deaf Room 21	
	11:30 am to 1:00 pm	11:30 am to 1:00 pm			11:30 am to 1:00pm	
	CDEI PD: Diversity, Equity, and Inclusion (DEI) 100 Room 25	ROUNDTABLE: First-Generation / SES Leadership Grand Ballroom D	Safe Zone Ally Training (Level 2) Room 24	Focus on Exhibits Lunch Room 24		
1:15 pm to 2:45 pm	1:30 pm to 3:00 pm			1:30 pm to 3:00 pm		
CDEI Professional Development: Addressing Race and Privilege in the STEM Classroom Room 23	CDEI Best Diversity Paper Finalists Marriott - Florida Salon V	ROUNDTABLE: LGBTQIA+ Leadership Grand Ballroom D	CDEI Conversations: Using a Multicultural Framework for School Counselors for Career Advocacy in Engineering Fields Room 24	ROUNDTABLE: Graduate Student Leadership Grand Ballroom D	CDEI Conversations: Supporting Teams, through a DEI Lens Room 24	ROUNDTABLE: Military Veterans Leadership Grand Ballroom D
3:00 pm to 4:30 pm	3:15 pm to 4:45 pm			3:15 pm to 4:45 pm		
Safe Zone Ally Training (Level 1) Room 23	CDEI Conversations: Using Design Thinking to Promote Change Related to Diversity, Inclusion, and Equity Room 24	Safe Zone Ally Training (Level 1) (Student Division) Marriott Grand Salon B	Brainstorming Diversity, Equity, and Inclusion Approaches and Challenges in Industry (Corporate Member Council) Room 21	Safe Zone Ally Training (Level 2) Room 24	CDEI Safe Zone Ally Training - Trans Allyship Room 24	
4:30 pm to 6:00 pm	5:00 pm to 6:00 pm					
Division Mixer	Focus on Exhibits Summertime Social					
6:00 pm to 7:30 pm				6:00 pm to 7:00 pm		
Focus on Exhibits Welcome Reception				ASEE President's Farewell Reception		

Kicking off the conference with the committee's annual face-to-face meeting at 4pm on Saturday, June 15 in Marriott Meeting Room 11, this year's program includes a rich slate of sessions focusing on diversity and inclusion ranging from our Distinguished Lecture to interactive workshops, panels and presentations by the finalists for the Best Diversity Paper Awards.

Conversations, Workshops and Interactive Sessions - 2019 programming includes two new professional development sessions brought to you by committee members: Diversity, Equity and Inclusion 100 and 200, which will give a great overview to attendees who want to learn some of the basics of vocabulary and starting points for personal growth (DEI 100) and then move on to systemic analysis of case studies and putting the ideas into practice (DEI 200). There will also be interactive sessions on addressing race and privilege in the classroom, connecting design thinking to DEI, supporting school counselors in advocacy for engineering fields, exploration of approaches and challenges in industry (sponsored by the Corporate Member Council), supporting teams, and examining the role of education research in broadening participation.

Roundtables on Diversity, Equity and Inclusion - Bring your voice to the table. There are round tables for specific topics related to equity and inclusion in engineering education: First Generation & Socio-Economic Status Leadership, LGBTQIA+ Leadership, Professional Track Faculty, Graduate Student Leadership, and Military Veterans Leadership. Feedback from these round tables is used to inform ASEE programming and solutions in the coming year. One round table session will have multiple topics for small groups to discuss (Wednesday at 11:30). Come ready to listen, learn and contribute - this is an opportunity to plan for next steps that we all can take to support diversity and inclusivity in engineering.

Safe Zone Ally Training - Safe Zone Ally Training is a two-part interactive workshop for students, faculty, and the professional community, during which participants will build the knowledge and skills needed to create a more inclusive and affirming environment for LGBTQIA (lesbian, gay, bisexual, transgender, queer or questioning, intersex or asexual) individuals in engineering. In Level 1, participants will focus on understanding LGBTQIA concepts and identity development, creating an inclusive environment, and becoming an ally. In level 2, participants will discuss aspects of engineering culture that act as barriers to LGBTQIA equality, explore heterosexual and cisgender privilege, and learn to recognize bias and disrupt discrimination. Our Trans Allyship session will focus on supporting transgender students and colleagues.

Diversity Pavilion - Stop by in the exhibit hall to meet members of the Diversity Committee and learn about our resources.

Inclusive and Accessibility Resources at the Conference - Once again, the conference is pleased to continue to offer a variety of accessibility resources to help broaden participation including scooter rental, childcare, closed captioning for plenaries, gender neutral bathrooms and a mothers' room. Full details at <https://www.asee.org/conferences-and-events/conferences/annual-conference/2019/onsite-services> and <https://www.asee.org/conferences-and-events/conferences/annual-conference/2019/ada-accommodations>.

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, 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

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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

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Northeastern University

Pre-college Engineering Education Division

Meagan Pollock,
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Design, Connect, Create/ NAPEequity

Minorities in Engineering Division

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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

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Headquarters Staff Liaison

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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



Committee on Diversity,
Equity, and Inclusion

Chairs

Rebecca Bates — Chair
Susan Walden — Incoming Chair
Erick Specking — Past Chair

Primary Point of Contact

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