

AT HOME WITH ENGINEERING EDUCATION

JUNE 22 - 26, 2020

Asee's Virtual Conference

#ASEEVC



Committee on Diversity,
Equity, and Inclusion

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

Edited by Homero Murzi

Message from the Chair: Transitions

By Susan Walden

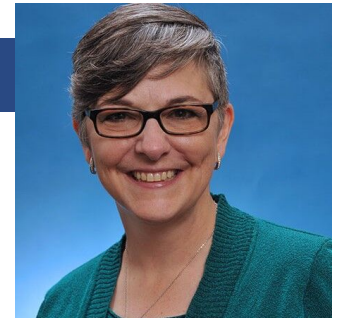
If I were asked to describe 2020 in one word, I think it would be Transitions. The study of transitions as critical junctures in educational pathways is a focus for many of us working to improve equity and access to engineering. From early career to long-tenured members of our community, the time since our last newsletter and my last Message from the Chair has been one of profound transitions for all!

Moving face-to-face classes to online; juggling home-schooling and our family's well-being with our already busy lives of work commitments, self-care, and service work; re-working, perhaps, our classes again for what-the-fall-term-may-bring; and of course, the new world of virtual conferences. This Newsletter shares some transitions for CDEI, as well as ways we are trying to support your transitions while working towards a culture where all can thrive.

In late April, we received word that the ASEE Board had voted to change CDEI from the ASEE Board **Committee** on Diversity, Equity, & Inclusion to the ASEE Board **Commission** on Diversity, Equity, & Inclusion. Handy, we still can use CDEI. This change in designation means that CDEI will be able to continue more strongly with our initiatives to meet our mission and goals. While CDEI leadership continues to respond to requests for advice to the ASEE Board, the new structure frees us to follow a more strategic path. We will need your support and involvement even more to pursue this path.

Please see exciting news in the rest of the Newsletter!

Wishing you and yours a safe, healthy summer - Susan



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Inside This Issue

Message from the chair p.1

ASEE 2020 Conference and sessions p.2

Best Diversity, Equity, & Inclusion Paper Awards p.3

Virtual workshop series p.4

LGBTQ+ Reception/Virtual Happy Hour p.4

Joint ASEE-SEFI Statement and Call to Action p.4

Committee members p.5

Leadership Changes

Another ASEE Annual Conference means that it is time for leadership transitions in CDEI. We extend heartfelt **Thanks for your service!** to two CDEI appointed members and welcome two new ones.

The work of this committee would not have been possible the past three+ years without our Past Chair **Becky Bates**. Becky has been a thoughtful and caring leader who is always an advocate for students and holds a wealth of knowledge about ASEE and CDEI. We will surely miss her on our weekly chair team calls, but she promises she won't be a stranger to the committee. **Thanks Becky, for everything you've done.** We also thank a member-at-large **Daryl Chubin** who is rolling off the committee after three years of service. His strong contributions to Strategic Planning and Assessment for our committee have helped us tell the story of our work. Our liaison to the ASEE board, **Gary Steffen** is rolling off of his role as VP of Member Affairs, but he has kindly agreed to represent the Engineering Technology Council (ETC) as their liaison to CDEI. We are excited for him to continue helping us make connections.

With Becky's transition starting June 26, we are pleased to announce that **Jeremi London** will serve as the new CDEI Vice Chair, to become chair for 2021-22. **Karin Jensen** will fill the member-at-large 3 year term beginning late June. Karin has been involved in multiple CDEI subcommittees over the past few years. We are very excited to have Jeremi and Karin help us lead the committee to support a more inclusive and equitable ASEE.



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Along with your own presentations or discipline-specific professional development through the Annual Conference, we hope that you will spend some afternoons with CDEI! We highlight several events here and include a table of all CDEI sessions in the newsletter. CDEI sessions will not conflict with divisional paper sessions in the virtual format as ours are scheduled in the afternoon blocks. Join us!

We are honored once again to be hosting a Distinguished Lecturer; this year we are sponsoring **Deanna Burgart**, University of Calgary and member of a member of Fond du Lac First Nation. Deanna's interactive talk is titled **"Indigeneering Engineering Education: Welcoming Indigenous Knowledge and Wisdom with Integrity,"** and will focus on introducing participants to: Indigenous ways of knowing, being, and doing; Cultural appropriation and commodification of indigenous ways of knowing; and, Indigenous self-determination with respect to knowledge and data protection. We hope that you will watch Deanna's video lecture and join us for the interactive Q & A.

A panel of Black engineering educators will host a session on race: **"Do You See Me?: Hypervisible Invisibility #EngineeringWhileBlack."** They will use storytelling to pull back the curtain to help participants see what it's like to be Black in engineering. They plan to help educators understand ways "of affirming black students' academic and racial/cultural identity".

The Professional Development subcommittee is hosting three interactive PD workshops to develop skills and tools for educators with varying experience in equity and inclusion: beginning (DEI 100), intermediate (DEI 200), and advanced (300).

In addition to those and others, CDEI is pleased to host our traditional offerings of Safe Zone certification (3 levels), a Community Roundtable conversation, and the Best Diversity, Equity, and Inclusion Paper award finalists.

ASEE 2020 Virtual – CDEI Sessions

Date	Time (EDT, UTC-4)	Session	Location
TBD	TBD	CDEI Subcommittee Meetings (TBD by subcommittee)	Zoom rooms
Friday, June 19	6:00 pm to 7:30 pm	LGBTQ+ Reception/Virtual Happy Hour (Open to all interested; sign up to get link)	Sign Up Here: https://bit.ly/3bLmRln
Saturday, June 20	3:30 pm to 5:00 pm	CDEI Business Meeting (All-Hands - Appointed members, Delegates, Friends) Please sign up using the URL to the right	Sign Up Here: https://tinyurl.com/CDEI-2020-meeting
Monday, June 22	1:00 pm to 1:30 pm	EngPublPol: The Engineer of 2020: Realizing the Vision (co-sponsoring)	Virtual Conference
	4:30 pm to 5:30 pm	Division Virtual Mixer & CDEI Virtual Pavilion	Virtual Conference
Tuesday, June 23	2:30 pm to 3:30 pm	IP: Do You See Me?: Hypervisible Invisibility #EngineeringWhileBlack	Virtual Conference
	3:30 pm to 4:30 pm	PD: SafeZone 1	Virtual Conference
Wednesday, June 24	1:00 pm to 1:30 pm	Award: CDEI Best Diversity Paper Finalists	Virtual Conference
	2:00 pm to 2:30 pm	Distinguished Lecture: Indigeneering Engineering Education: Welcoming Indigenous Knowledge and Wisdom with Integrity	Virtual Conference
	2:30 pm to 3:30 pm	PD: Diversity, Equity, & Inclusion 100	Virtual Conference
	3:30 pm to 4:30 pm	PD: SafeZone 2	Virtual Conference
Thursday, June 25	1:00 pm to 1:30 pm	CMC (Industry Day): Hearing from Diverse Voices from the Classroom (co-sponsoring)	Virtual Conference
	2:00 pm to 3:00 pm	PD: Diversity, Equity, & Inclusion 200	Virtual Conference
	3:00 pm to 4:00 pm	PD: SafeZone 3	Virtual Conference
	4:00 pm to 5:00 pm	PD: Inclusive Practices for Implementing Collaborative Learning in Large Classes	Virtual Conference
	5:00 pm to 6:00 pm	CC: CDEI Round Table Conversations on Diversity, Equity, and Inclusion	Virtual Conference
Friday, June 26	2:00 pm to 3:00 pm	Expanding Resources that Connect Diversity, Equity, Access, and Inclusion with Ethics Education	Virtual Conference
	3:00 pm to 4:00 pm	PD: Diversity, Equity, & Inclusion 300	Virtual Conference

PD : Professional Development

CC : Community Conversations

IP : Interactive Panel

Outside of Pathable interface

Other sessions of interest



ASEE's Committee on Diversity, Equity and Inclusion is sponsoring a new award, the ASEE Constituent Diversity, Equity, & Inclusion Award, to celebrate the work of ASEE constituents to increase diversity, equity, inclusion and access within engineering and engineering education. This award recognizes the actions of an ASEE constituent group who can show measurable accomplishments in 1) making the Society more inclusive of members from historically marginalized groups and/or 2) addressing issues of diversity, equity & inclusion within their constituency and/or the broader engineering education community. An ASEE constituent group is defined broadly and includes, but is not limited to, ASEE Divisions, Councils, Zones, Regions, Committees, and ad hoc groups (not individuals). Along with recognition of constituents that are supporting the overall goals of the committee, the nominations will provide examples of best practices across the Society that will be highlighted and shared across the engineering education community.

Nominations will follow the ASEE award submission schedule, with submissions being evaluated in the spring for announcement at the Annual Conference. Materials required for the nomination will be a description of activities completed by the constituent group, including such things as self-described metrics that show impact on increasing diversity, equity, and/or inclusion within their constituency; actions taken that contributed to that growth; and a strategic plan or steps for continued improvement within the constituency. All described activities should have taken place five or fewer years from time of application.

Along with the nomination materials, finalists will be asked to submit a **3-6 minute video** (low production costs expected and paid for by the constituent group) that highlights their activities and participation. This could be a voiced-over power point, or include snippets of member activities with text overlay or voice-over description of the impact. The format of the video is left to the discretion of the constituent. All finalist videos will be posted on the CDEI Youtube channel, linked from the CDEI website, and made available to ASEE TV for screening during the Annual Conference.

We are looking forward to recognizing the significant activity of many ASEE constituents. The award winner will be announced by the Committee at the end of the Annual Conference. The winning constituent group will be formally recognized at their business meeting (or equivalent) the following year and the award will be conferred at that time. **More details, including rubrics, are on the CDEI website at <https://diversity.asee.org/deicommitee/win-an-award/>.**

Finalists for the Best Diversity, Equity, & Inclusion Paper

Since 2015, CDEI has solicited nominations from divisions, sections, & zones for a Best Diversity, Equity, & Inclusion Paper. Thank you to all nominees for undertaking this important work. From a field of many interesting papers studying the breadth of diversity, equity, and inclusion at ASEE, the finalists for this award are:

- Biomedical Engineering Division (#30276): How Does Enrollment Management Affect Student Population Diversity in Biomedical Engineering? by **Rachel C. Childers and Handan Acar**
- Faculty Development Division (#29649): Faculty Development Mini-Modules on Evidence-Based Inclusive Teaching and Mentoring Practices in Engineering by **S. Ilkhanipour Rooney, Joshua A. Enszer, Julia A. Maresca, S. Ismat Shah, Sheldon Allister Hewlett, and Jenni M. Buckley**
- Liberal Education/Engineering & Society Division (#30308): A Review of the State of LGBTQIA+ Student Research in STEM and Engineering Education by **Madeleine Jennings, Rod D. Roscoe, Nadia Kellam, and Suren Jayasuriya**
- Minorities in Engineering Division (#31234): An Exploratory Study of Intentionality towards Diversity in STEM Faculty Hiring (Research) by **Samara Rose Boyle, Canek Phillips, Yvette E. Pearson, Reginald DesRoches, Stephen Mattingly, Anne Nordberg, Wei Wayne Li, and Hanadi S. Rifai**

The finalists will all be available for lightning talk versions of their presentations and Q&A during the session on **Wednesday June 24, 2020 at 1:00 pm.**

Honorable mention for Diversity, Equity, & Inclusion Paper

We also have three honorable mentions this year:

- Graduate Studies Division (#30945): A Systemized Literature Review of the Factors that Predict the Retention of Racially Minoritized Students in STEM Graduate Degree Programs by **Fantasi N. Curry and Jennifer DeBoer**
- New Engineering Educators Division (#29904): Improving Student Accessibility, Equity, Course Performance, and Lab Skills: How Introduction of ClassTranscribe is Changing Engineering Education at the University of Illinois by **Lawrence Angrave, Karin Jensen, Zhilin Zhang, Chirantan Mahipal, David Mussulman, Christopher D. Schmitz, Robert T. Baird, Hongye Liu, Ruihua Sui, Maryalice S. Wu, and Rob Kooper**
- Women in Engineering Division (#29061): Interventions in Faculty Recruiting, Screening, and Hiring Processes Enable Greater Engineering Faculty Diversity by **Robyn Sandekian, JoAnn Silverstein, and Beverly Louie**

Annual "Face-to-Face" Business Meeting

Since its founding, a key working opportunity of CDEI has been our annual, all-hands, business meeting held on Saturday afternoon prior to the Annual Conference. The last couple of years we have had some folks participate in that meeting via tele-conference. This year we all will be! We will continue the tradition of Saturday afternoon, BUT we are holding it outside the conference virtual interface so that anyone can attend, even if you cannot participate in the weeklong conference. **We will host the meeting on Zoom and ask that you sign up here to receive the link:** <https://tinyurl.com/CDEI-2020-meeting>



Committee on Diversity,
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VIRTUAL WORKSHOP SUMMER SERIES

subcommittee launched a **Virtual Summer Workshop Series** that meets Wednesdays at noon CT. They have an exciting schedule planned, including several offerings to support inclusive teaching in online classes. Learn more or propose your own session at:

<https://diversity.asee.org/deicommittee/2020/05/04/summer-workshop-series/>

LGBTQ+ Reception/Virtual Happy Hour

Although we had hoped to celebrate our second annual LGBTQ+ social gathering in person in Montreal, we still want to make sure that people have an informal time to connect with each other at the beginning (or just before) the Annual Conference. Join us from the comfort of your own home, with your favorite beverage and hors d'oeuvres. We encourage you to be as fancy as you'd like from your shoulders up, and as comfortable as you'd like below that. We'll kick off the week of the conference with small and large group interaction and an opportunity to see old friends and meet new friends.

When? June 19th 6pm - 7:30 pm EST

How? Please sign up here: <https://bit.ly/3bLmRln>



Joint ASEE-SEFI Statement and Call to Action on Diversity, Equity, & Inclusion



Over many months last year, several CDEI members served on a writing team task force to work with a similar group from SEFI (the European Engineering Education Society) to draft a **Statement and Call to Action on Diversity, Equity, and Inclusion** to be issued jointly by the two organizations. We excited to announce that the ASEE Board approved the statement in April. It is being formally announced and launched on **Tuesday, May 27, 2020!!!** You may read the final statement here: <https://diversity.asee.org/blog/service/asee-sefi-joint-statement-on-diversity-equity-and-inclusion/> OR here: https://www.sefi.be/wp-content/uploads/2020/05/ASEE-SEFI-Diversity-Statement_updated.pdf

Thank you to Susan Walden, Eric Specking, Lesley Berhan, Linda Vanasupa, CDEI reviewers, and our SEFI colleagues for your work on this statement!

You can find the ASEE schedule live here:

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



Committee on Diversity,
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We invite you to propose web resources and blog posts that share brief research highlights, reports of impactful initiatives, critical thought pieces, and resources you find useful. We especially encourage emerging scholars to share their work. In addition, we invite proposals for interactive virtual sessions (panels, community gatherings, brainstorming sessions, "roundtables," research-sharing, professional development focused, etc.) that facilitate active learning and community engagement around DEI topics. If you are interested in submitting a proposal for a blog, resource, or workshop, you may submit your proposal here: bit.ly/asee-cdei-proposal

2019-2020 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 Susan Walden University of Oklahoma	Engineering Diversity Organization Raquel Tamez Society of Hispanic Professional Engineers	Minorities in Engineering Division Rochelle Williams Association for Women in Science	Vice President Member Affairs (Ex Officio) Gary Steffen Purdue University - Fort Wayne
Vice Chair Elizabeth Litzler University of Washington	Engineering Technology Council Martin Gordon Rochester Institute of Technology	Pre-College Engineering Education Division Meagan Pollock 7E Ventures consulting	Vice President Professional Interest Council (Ex Officio) P.K. Imbrie University of Cincinnati
Past Chair Rebecca Bates Minnesota State University, Mankato	Headquarters Staff Representative (Ex Officio) Rocio Chavela American Society for Engineering Education	Engineering Diversity Organization Kimberly Douglas-Mankin Society of Hispanic Professional Engineers	Headquarters Staff (Ex Officio) Ray Phillips American Society for Engineering Education
Corporate Member Council Alice Squires Washington State University	Member-at-Large Trina Fletcher Florida International University	Member-at-Large Tasha Zephirin Purdue University – NAMEPA	P-12 Committee (Ex Officio) Malinda Zarske University of Colorado
Engineering Deans Council Emily Allen Cal State LA	Member-at-Large Daryl Chubin Understanding Interventions	Women in Engineering Division Rachelle Reisberg Northeastern University	

For more info contact CDElchairs@asee.org or diversity@asee.org

Diversity, Equity, and Inclusion Committee Delegates

Ex-officio individuals from divisions that have nominated delegates to maintain connections between divisions and the committee.

Aerospace Sharanabasaweshwara Asundi	Design in Engineering Education Sindia Rivera-Jimenez	Engineering Physics & Physics Teresa Larkin	Mathematics Eliza Gallagher
Architectural Engineering Saeed Rokoei	Educational Research & Methods Beth Cady	Experimentation & Lab-Oriented Studies Karin Jensen	Mechanical Engineering Sriram Sundararajan
Biological & Agricultural Engineering Youngmi Kim	Electrical & Computer Engineering Jenna Carpenter	Faculty Development Tershia Pinder-Grover <i>Chair, Communications subcommittee</i>	Minorities in Engineering Darryl Williams <i>Co-chair, Partnerships subcommittee</i>
Biomedical Engineering Tanya Nocera	Energy Conversion & Conservation Madhumi Mitra	First-Year Programs John Estell	Multidisciplinary Engineering Educator Jean Bossart
Chemical Engineering Shannon Ciston	Engineering Design Graphics Lulu Sun	Graduate Studies Jeffrey Fergus	Pre-College Engineering Education Morgan Hynes
Civil Engineering Frank Falcone	Engineering Economy Erick Jones	Industrial Engineering Karen Bursic	Systems Engineering Federica Robinson-Bryant
College-Industry Partnerships Mahesh Aggarwal	Engineering Ethics Diana Bairaktarova	International Homero Murzi	Technological and Engineering Literacy - Philosophy of Engineering
Community Engagement Felicia Jefferson	Engineering Leadership Development Jena Asgarpoor	LGBTQ Inclusion Brian Kirkmeyer	Suzanne Keilson
Computers in Education Afrin Naz	Engineering Libraries Bruce Neville	Liberal Education/Engineering & Society Donna Riley <i>Chair, Policy & Letters subcommittee</i>	Two-Year College Jared Cammon
Continuing Professional Development Mitchell Springer	Engineering Management Ona Egbue	Materials Mary Vollaro	Women in Engineering Debra Friedrichsen
Cooperative & Experiential Education Sandra English			