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

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.
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

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

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

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/deicommitee/2020/05/04/summer-workshop-series/

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/deicommitee/conference-glance/

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
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

Vice Chair
Elizabeth Litzler
University of Washington

Past Chair
Rebecca Bates
Minnesota State University, Mankato

Corporate Member Council
Alice Squires
Washington State University

Engineering Deans Council
Emily Allen
Cal State LA

Engineering Diversity Organization
Raquel Tamez
Society of Hispanic Professional Engineers

Engineering Technology Council
Martin Gordon
Rochester Institute of Technology

Headquarters Staff Representative (Ex Officio)
Rocio Chavela
American Society for Engineering Education

Member-at-Large
Trina Fletcher
Florida International University

Member-at-Large
Daryl Chubin
Understanding Interventions

Minorities in Engineering Division
Rochelle Williams
Association for Women in Science

Pre-College Engineering Education Division
Meagan Pollock
7E Ventures consulting

Engineering Diversity Organization
Kimberly Douglas-Mankin
Society of Hispanic Professional Engineers

Member-at-Large
Tasha Zephirin
Purdue University – NAMEPA

Women in Engineering Division
Rachel Reisberg
Northeastern University

Vice President Member Affairs (Ex Officio)
Gary Steffen
Purdue University - Fort Wayne

Vice President Professional Interest Council (Ex Officio)
P.K. Imbrie
University of Cincinnati

Headquarters Staff (Ex Officio)
Ray Phillips
American Society for Engineering Education

P-12 Committee (Ex Officio)
Malinda Zarske
University of Colorado

For more info contact CDEchairs@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

Architectural Engineering
Saeed Rokooei

Biological & Agricultural Engineering
Youngmi Kim

Biomedical Engineering
Tanya Nocera

Chemical Engineering
Shannon Ciston

Civil Engineering
Frank Falcone

College-Industry Partnerships
Mahesh Aggarwal

Community Engagement
Felicia Jefferson

Computers in Education
Afrin Naz

Continuing Professional Development
Mitchell Springer

Cooperative & Experiential Education
Sandra English

Design in Engineering Education
Sindia Rivera-Jimenez

Educational Research & Methods
Beth Cady

Electrical & Computer Engineering
Jenna Carpenter

Energy Conversion & Conservation
Madhumi Mitra

Engineering Design Graphics
Lulu Sun

Engineering Economy
Erick Jones

Engineering Ethics
Diana Bairaktarova

Engineering Leadership Development
Jena Asgarpoo

Engineering Libraries
Bruce Neville

Engineering Management
Ona Egbue

Engineering Physics & Physics
Teresa Larkin

Experimentation & Lab-Oriented Studies
Karlin Jensen

Faculty Development
Tersha Pinder-Grover

Chair, Communications subcommittee
First-Year Programs
John Estell

Graduate Studies
Jeffrey Fergus

Industrial Engineering
Karen Bursic

International
Homero Murzi

LGBTQ Inclusion
Brian Kirkmeyer

Liberal Education/Engineering & Society
Donna Riley

Chair, Policy & Letters subcommittee
Materials
Mary Vollaro

Mathematics
Eliza Gallagher

Mechanical Engineering
Sriram Sundararajan

Minorities in Engineering
Darryl Williams

Co-chair, Partnerships subcommittee
Multidisciplinary Engineering Educator
Jean Bossart

Pre-College Engineering Education
Morgan Hynes

Systems Engineering
Federica Robinson

Technological and Engineering Literacy - Philosophy of Engineering
Suzanne Keilson

Two-Year College
Jared Cammon

Women in Engineering
Debra Friedrichsen