Today's goals

Present and solicit ideas about the Diversity, Equity, & Inclusion Initiatives ECE should pursue in the coming years

1. Town Hall report
2. Setting the stage for today's discussion
3. Committee – how should we organize?
4. Sustainability – how to maintain momentum?
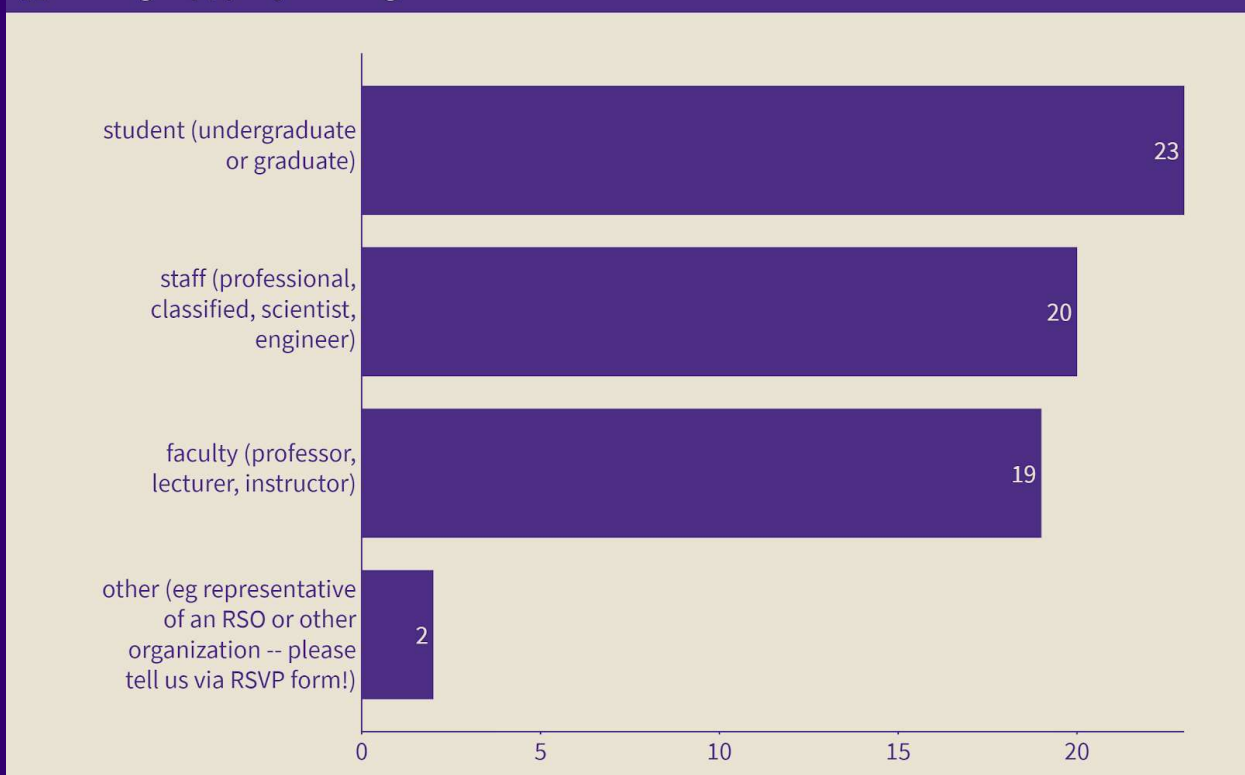5. Next steps – where do we go from here?

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1. Town Hall Report

9am—10am Mon Sep 14 2020

~70 people:

1. Stage setting
2. Initiatives
3. Committee
4. Sustainability
5. Next Steps

W **Which group(s) do you belong to?**

What ECE does now

UW ECE Department Initiatives

> Student recruitment
- table at NSBE, AISES, SHPE, SWE national conferences
- pay application fee for up to 20 students
- removed GRE requirement from grad app

> Student retention
- fund 8 students to attend Grace Hopper conference
- Women in Engineering (WiE) meetups, workshops

> *Coordinate with RSOs*
- *starting this year (2020-2021)*

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What ECE does now

UW ECE Community Initiatives

> STARS (https://www.engr.washington.edu/stars)

– Washington **ST**ate **A**cademic **R**edshirt**S**

> AVELA (https://huskylink.washington.edu/organization/avela)

– **A V**ision for **E**lectronic **L**iteracy and **A**ccess

> Individual and group outreach

– Discovery Days, Math Academy, REU, …

> COE DEI Strategic Planning Committee

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Barriers

What barriers have you observed limit participation or success of historically marginalized people in ECE?

+28: lack of community, **not feeling like you belong**

+22: faculty is overwhelmingly male ... no Black faculty ... **lack of representation / role models** ...

+13: **lack of accommodation for students** ... driving parents to hospital, taking siblings to school, etc

+12: imposter syndrome ... "weed-out" culture

+12: cost of living ... expense ... fees

Removing barriers

What policies or programs support participation or success of historically marginalized people in ECE?

+21: Research Experience for Undergraduates

+21: STARS

+12: **none from UW ECE specifically**

+11: outreach in high schools, community colleges

+10: scholarships, financial aid

+10: WISE, SACNAS, NSBE, SHPE, ADVANCE

Initiatives – recruitment

How should UW ECE reduce barriers and broaden participation?

+23: **outreach** to high schools, community colleges
AND accept these students when they apply to ECE

+16: recruit from URM-serving institutions

+12: URMs help write job postings

+12: eliminate "weed-out" classes

+10: implicit bias training for faculty and staff

+10: scholarships, financial aid

+7: more time per application – evaluate background

Initiatives — retention

How should UW ECE improve the experience of ALL people in our Dept?

+23: **mental health support**

+22: **mentoring and social groups for students**

+17: **highlight contributions of women and URMs**

+13: **cultural celebrations and competency training**

+10: funds for student groups, affinity groups

+9: diversity the faculty

+9: tutors for undergraduate courses

+6: training on creating inclusive classrooms, labs

Initiatives – curriculum

How should UW ECE revise our course offerings, structures, and policies?

+30: **eliminate "weed-out" courses** – integrate active / project-based learning throughout curriculum

+16: **highlight societal benefit**, e.g. climate, health

+16: **use affordable (ideally: free) textbooks**

+15: include a **diversity statement on course syllabi**

+14: teach leadership, collaboration, value of diversity

+13: diversity, equity, and inclusion training for Tas

+11: better accommodations for hardships

1. Town Hall Report

New: UW ECE DEI Intranet page
TBD

> Town Hall Minutes
> Responses from PollEverywhere and follow-up survey
> – https://forms.gle/GmCCwewVuXbhZdxMA
> *Recommendations (coming soon)*

2. SETTING THE STAGE

LISTEN MORE THAN YOU SPEAK

> We want to hear from as many different perspectives as possible – including you, but also including everyone else

> **WAIT**: ask yourself "**W**hy **A**m **I T**alking?"

> Check your privilege – acknowledge and reflect on advantages and disadvantages that affect you differently than other people; we are here to recognize and remove these barriers!

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Which group(s) do you belong to?

student (undergraduate or graduate)

staff (professional, classified, scientist, engineer)

faculty (professor, lecturer, instructor)

other (eg representative of an RSO or other organization -- please tell us via RSVP form!)

3. COMMITTEE

HOW CAN ECE ACCOMPLISH IT?

>Membership and Organization

>Memory and Momentum

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UW ECE DEI Committee, part 1: who should be involved, how should they be [s]elected / organized, how long should they serve?

Top

UW ECE DEI Committee, part 2: how can we ensure effective handoff so "institutional memory / momentum" isn't lost?

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4. SUSTAINABILITY

HOW CAN ECE MAINTAIN IT?

>Incentives and Compensation

>Transparency and Accountability

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UW ECE DEI Sustainability, part 1: how should we recognize, incentivize, and compensate participation in DEI initiatives?

Top

UW ECE DEI Sustainability, part 2: how should we evaluate DEI initiatives? how, how often, and to whom should we report?

Top

5. NEXT STEPS

WHERE WE GO FROM HERE

> *Mon Sep 21: report-out from Town Hall*
  – *meeting minutes, PollEverywhere responses*
> Thu Sep 24: Faculty + Staff Retreat
  – present Town Hall findings & get more input
> Fall 2020: establish DEI Committee
  – membership, organization, and initiatives
> **Feel free to follow up with Nivii or Sam about anything discussed today:**
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