# ECE Diversity, Equity, and Inclusion co-facilitators:

Town Hall Mon Sep 14 2020



Nivii she/her



Sam he/him

- We will facilitate discussion using PollEverywhere
  - go to pollev.com/sburden on any device
- Get ready to work ECE needs your ideas!

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## TODAY'S GOAL

go to pollev.com/sburden on any device

## GET YOUR IDEAS ABOUT THE DIVERSITY, EQUITY, & INCLUSION INITIATIVES ECE SHOULD PURSUE

1. Setting the stage 9:00am

2. Initiatives 9:30am

3. Committee 10:10am

4. Sustainability 10:30am

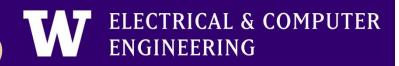
5. Next steps 10:50am



### 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
- > Student retention
  - fund 8 students to attend Grace Hopper conference
  - Women in Engineering (WiE) meetups, workshops
- > Coordinate with RSOs
  - starting this year (2020-2021)



### WHAT ECE DOES NOW

#### UW ECE COMMUNITY INITIATIVES

- > STARS (https://www.engr.washington.edu/stars)
  - Washington STate Academic RedshirtS
- > AVELA (<a href="https://huskylink.washington.edu/organization/avela">https://huskylink.washington.edu/organization/avela</a>)
  - A Vision for Electronic Literacy and Access
- > Individual and group outreach
  - Discovery Days, Math Academy, REU, ...
- > COE DEI Strategic Planning Committee



### 1. 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 "Why Am I Talking?"
- 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!



### W 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!)

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

# What policies or programs have you observed with support participation or success of historically marginalized people in ECE?

## 2. DEI INITIATIVES

#### WHAT COULD ECE ACCOMPLISH?

- > Recruitment
- >Retention
- >Curriculum
- >Community



# UW ECE DEI initiatives, part 1: recruitment --W how to reduce barriers and broaden participation?

### UW ECE DEI initiatives, part 2: retention -- how to improve the experience of ALL people in our community?

UW ECE DEI initiatives, part 3: curriculum -- how to revise our course offerings, structures, and policies?

# UW ECE DEI initiatives, part 4: community --W how to educate ourselves and build a welcoming and inclusive environment?

## 3. DEI COMMITTEE

HOW CAN ECE ACCOMPLISH IT?

- > Membership and Organization
- >Memory and Momentum



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

# W ensure effective handoff so "institutional memory / momentum" isn't lost?

## 4. SUSTAINABILITY

HOW CAN ECE MAINTAIN IT?

- >Incentives and Compensation
- > Transparency and Accountability



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

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

## 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: W ELECTRICAL & COMPUTER ENGINEERING