

ECE Diversity, Equity, and Inclusion

co-facilitators:



Nivii
she/her



Sam
he/him

Town Hall

Mon Sep 14 2020

- 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)*



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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** Vision for **E**lectronic **L**iteracy and **A**ccess
- > 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!)

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

Top

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

Top

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?

Top

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

Top

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

Top

UW ECE DEI initiatives, part 4: community --

W how to educate ourselves and build a welcoming and inclusive environment?

Top

3. DEI COMMITTEE

HOW CAN ECE ACCOMPLISH IT?

- > Membership and Organization
- > Memory and Momentum

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

Top

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

Top

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?

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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