

Promoting Diversity & Inclusion Among Incoming Engineers

What's Happening?

IN THE UW COLLEGE OF ENGINEERING

- > **Minorities and women often don't feel welcome and/or comfortable**
- > **Sense of belonging is missing**



Why does it matter?

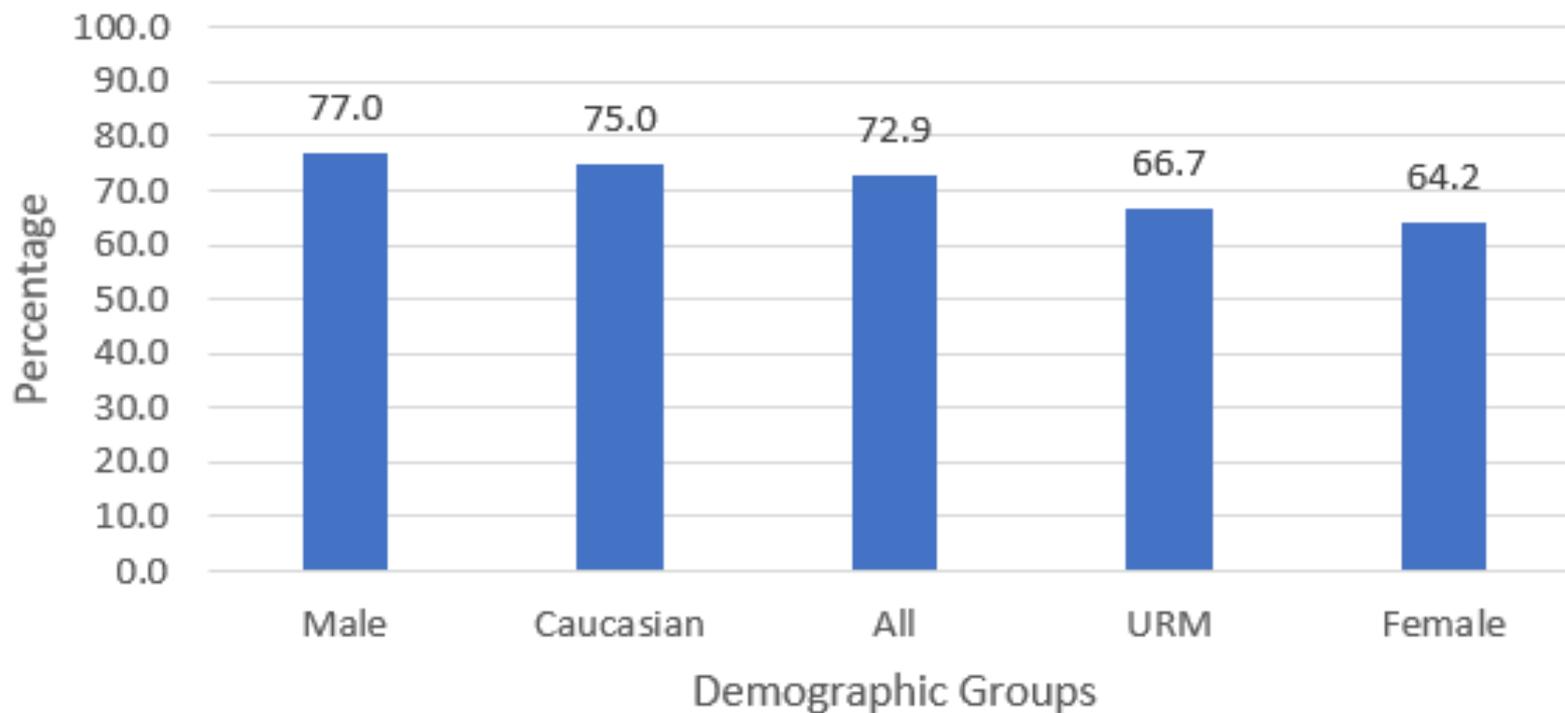
> **Lost Einsteins**

- **People who could “have had highly impactful innovations” if they had been able to pursue the opportunities they deserved**

> **The Husky engineering difference**



Graduation Rates of Freshmen Admitted to CoE 2015-2016



Data from: UW Engineering Student Data Reports



Proposal

Diversity lecture held in ENGR 101

PEERs leader gives presentation addressing diversity and inclusion

> Content:

- Introduce values of UW COE (5 min)**
- Explain importance of diversity in engineering (10 min)**
- Structural bias & Being an Ally (15 min)**
- Small group discussion activity (15 min)**
- Debrief and conclude (5 min)**

Expected Results and Justification

- > **Pre-engineering students better educated on the importance of diversity and it's relevance to engineering**
- > **A more inclusive environment in a White male-dominated setting**
- > **Inside Higher Ed: class-difference seminars help 1st gen college students succeed**

Bennett, Jill E., and Denise Sekaquaptewa. "Setting an Egalitarian Social Norm in the Classroom: Improving Attitudes towards Diversity among Male Engineering Students." *Social Psychology of Education*, vol. 17, no. 2, 2014, pp. 343–355., doi:10.1007/s11218-014-9253-y.

Anonymous. "Essay: Colleges Can Help Students by Talking about Issues of Social Class | Inside Higher Ed." *Esports Quickly Expanding in Colleges*, Inside Higher Ed, 18 Mar. 2014, www.insidehighered.com/views/2014/03/18/essay-colleges-can-help-students-talking-about-issues-social-class.



Conclusion

- > **This information is valuable for all engineers**
- > **Let's separate Husky Engineers from the rest of the pack**

Thank you for listening!

