COLLEGE OF ENGINEERING
UNIVERSITY of WASHINGTON

Emphasizing Inclusion

Motivation

- To create a community of students richly diverse in cultural backgrounds, experiences, values, and viewpoints
- To prepare students for work in a global society
- To encourage networking and team-building across all CoE departments
- To improve diversity in the learning environment and the workplace

The Issue at Hand

- Not much collaboration between students of different departments within CoE
- Very few women , people with disabilities, and people of color in the engineering field
- Both male and female faculty bias male and against female
- Faculty members bias white men

What does 'underrepresented minority' mean?

Some groups have disproportionately low representation in science and engineering (S&E) compared to the U.S. population. Groups like Asians and whites have higher representation.

Underrepresented at all levels

Blacks, Hispanics and Native Americans or Alaska Natives account for roughly **31%** of U.S. residents.
How does that number compare to their representation in science and engineering?

21% S&E bachelor's recipients

13% S&E doctorate recipients

11% Employment in S&E occupations

NSF Source: National Center for Science and Engineering Statistics, National Science Foundation Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017 https://nsf.gov/statistics/wmpd/

The Intervention

- Bringing the college of engineering together
- Advertising to all students, faculty, staff
- Advertising to minorities through existing RSO's
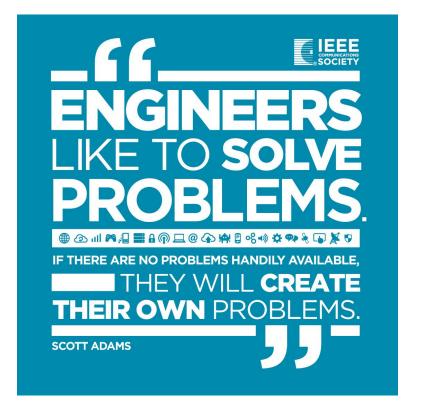- Food provided

Engineer Your Life

Scavenger Hunt Game

- Developed by professors
- Diversity and inclusion theme
- Challenging problems
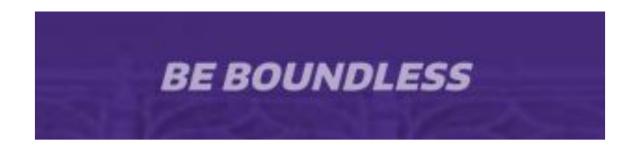- Teams with students from various majors

Other Fun Games

Seminar by an underrepresented person

A Psychological Perspective

Clarify misconceptions

Value the differences we have

Find ways to level the playing field

Each person *belongs* here

Engineer your life

Speak up, educate

Uniqueness and diversity

Privilege

Belonging and inclusive environments

Growth Mindset

Expected Results

- Improved team-building skills is an important building block to improving diversity
- More cross-department extracurricular projects and connections
- Leveling out the playing field
- Opportunities for student-instructor communication on topics of diversity
- An equitable and united College of Engineering!