First-Year Orientation
Student Panel
Inclusivity in Engineering

Engineering jobs in the United States are still overwhelmingly possed by caucasian men.

Equality and inclusivity is an ongoing effort.

**Talk About Class** (Stephens, Nicole M., MarYam Hamedani, & Mesmin Destin):

- Difference-education
- Social classes and setbacks affect students
- Diversity matters
- Open discussion
The Effects of Structural Bias

First-generation and minority students:

- Find it harder to fit in
- Receive lower grades
- Dropout more frequently.

Not only the minority, but the *majority* must become educated about bias.

There is no current CoE diversity program that targets all admitted pre-engineering students prior to their first day of classes.
Intervention

CoE Diversity Panel during First-Year Student Orientation

Incoming students are informed about the panel prior to orientation

Read a short description about diversity

Ask anonymous questions online

Create a safe setting for asking questions

Diverse panel of undergraduate engineering students

Volunteer basis

Trained by PEERs leaders
Expected Results

- Improve students of minority and/or disadvantaged backgrounds college experiences
- Increase awareness of diverse college experiences in the CoE among all students
- Benefit both pre-college minority students and non-minority students
- Create open discussion