Promoting Equity in Engineering Relationships (PEERs)
Capacity Building Institute

April 28, 2009
Agenda

• 8:00 Registration and Continental Breakfast
• 8:30 Welcome and Opening Remark
• 9:00 Overview of Project
• 9:30 Bias in Academics
• 10:15 Directions for Small Group Discussions
• 10:20 Break
• 10:30 Small Group Discussions
• 11:15 Report Out and Discussion
• 11:45 Conclusion/Evaluation
• 12:00pm Networking Lunch
• 1:00 Adjourn
Overview

- Goal is to transform the College of Engineering so that underrepresented students have better chances to succeed
- Underrepresented students are women, underrepresented minorities, and persons with disabilities
NSF I3 Program

• I3 Program Goal is to tie together existing NSF-funded programs on one campus
I3 Programs at UW

• Disabilities, Opportunities, and Internetworking (DO-IT)
• ADVANCE
• Northwest Engineering Talent Expansion Program
• Center for Engineering Learning and Teaching
PEERs: Promoting Equity in Engineering Relationships

Three student-centered interventions:
(1) peer-to-peer workforce of students
(2) one-credit seminar
(3) presentations and panel discussions

Inspired by University of Michigan’s STRIDE program (Science and Technology Recruiting to Improve Diversity and Excellence)
PEERS Workforce

• Students will read the literature on bias in the seminar
• They will write their own presentations like those from STRIDE
• They will give presentations to faculty groups (paired with Matt O’Donnell) and student groups
• Goal is to influence behavior and climate
PEERs: Promoting Equity in Engineering Relationships

Five engineering interventions:
(1) Capacity-Building Institute (today)
(2) Campus climate survey
(3) Education of faculty about underrepresented students
(4) Education about issues related to belonging to two groups
(5) Online Community of Practice
Some Data Slides

• What are current national numbers for gender and ethnicity in Engineering?

• What are current UW numbers?
Percentage of Women Receiving Bachelor's Degrees in Engineering

- '99: 21.2%
- '00: 20.8%
- '01: 19.9%
- '02: 20.9%
- '03: 20.4%
- '04: 20.3%
- '05: 19.5%
- '06: 19.3%
UW Bachelor Degrees in Engineering by Gender 2007

81.3% Men
18.7% Women
US Undergraduate Enrollment in Engineering by Ethnicity 2007

**Men**
- Caucasian: 67.80%
- Asian American: 5.70%
- Hispanic: 5.30%
- Native American: 11%
- African American: 1%

**Women**
- Caucasian: 58%
- Asian American: 12.30%
- Hispanic: 8.60%
- Native American: 6%
- African American: 0.80%
- Foreign National: 14.00%
UW Bachelor Degrees in Engineering
By Race/Ethnicity 2007

- Caucasian/Foreign National/Other: 62%
- Asian American: 30%
- Hispanic: 4%
- Native American/Pacific Islander: 2%
- African American: 2%
Students with Disabilities in COE Enrollment of Fall 2007

• There were 45 undergraduates with disabilities enrolled in CoE in Fall 2007
• Some of these students are also URM
• Some of these students are women
Women as a Percentage of Science and Engineering Graduate Students, by Field in 1980 and 1997

SOURCE: National Science Foundation/Division of Science Resources Studies, Survey of Graduate Students and Postdoctorates in Science and Engineering
UW Women as Proportion of Ladder Faculty

- National
- ADVANCE
- CoE
How You Can Work with I3

• Request a PEERS Presentation for your department
• Encourage your students to take the seminar
• Participate in the Community of Practice
• Include language about working with I3 teams in your NSF proposals to help address Criterion 2
Small Group Discussions

• Topic 1: What is currently being done to increase and support diversity in engineering at the University of Washington?

• Topic 2: What can be done in the future to increase and support diversity in engineering?