



Year of Action on Diversity



## **Short, thought-provoking messages about diversity!**

These messages were crowd-sourced from the public, members of the ASEE Diversity Committee, and researchers. As part of the Year of Action on Diversity (2014-2015), the ASEE Diversity Committee arranged for many of these snippets to be put on display at the 2015 ASEE Annual Conference and Exposition on footprints placed in prominent places around the conference center.

What unique contributions do first generation college students make in your classroom?

Work/life balance promotes diversity! Work to establish policies that provide for modified duties for childbirth or parent care, allow flextime, support dual career couples, and grant tenure clock extensions to faculty for birth or child adoption.

Yes, that young woman can succeed as an engineer. Quit making it harder for her by saying she can't.

The father of computer science, Alan Turing, was a gay man.

Listen! It's a great way to hear underrepresented groups.

In the US last year only 3.3% of all engineering undergraduate degrees, 2.2% of all master's degrees and 1.5% of all PhD degrees awarded went to African Americans.

Diversity = the future belongs to everyone!

70.3% of US Hispanic high school graduates ages 16-24 were enrolled in college in 2012, compared to 65.7% for Whites.

If you love your cell phone, you have Jessie Eugene Russell to thank. The father of the cell phone is a black electrical engineer inventor.

African Americans are only 2.7% of all engineering faculty in the US.

LGBTQ faculty in STEM fields report the highest level of discomfort on campus, in departments, and in classrooms in comparison with other disciplines.

How's the diversity in your own department or program? What percent of employees, faculty, or students are women or part of an underrepresented group?

Do you use an X-ray microscope? Thank Albert Vincicio Baez, a Mexican-American inventor.

Can you be a leader for equality and diversity? Share your knowledge of bias to help raise the consciousness of others. Have the courage to take corrective action when you notice inequities and bias. Apologize when (not if!) you make a faux pas.

The first Latina in space, Dr. Ellen Ochoa, is an electrical engineer.

Failure to create an inclusive campus environment for minority students affects minority and majority students.

For more information, see <http://diversity.asee.org>



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Graphics from: <http://www.diversityinc.com/wp-content/uploads/2014/08/National-Hispanic-Heritage-Month-Facts-Figures.pdf>.

It's not your fault if you experience privilege; it's your fault if you deny it.

Have you thought about how you would get in and out of this/your building if you were on wheels?

How's your department climate? Sometimes informal practices and implicit policies, while not intending harm, systematically cause disadvantage.

Most people are biased and don't know it. What's your bias? Take an Implicit Association Test to find out <https://implicit.harvard.edu/implicit/>.

Minority and poor children are most likely to be taught by under-qualified teachers.

Within the last year, 29% of LGBTQ students and faculty in the US experienced harassment and discrimination.

Do you assume your students can afford project supplies?

Have you considered there may be students in your class with chronic illnesses?

Number of LGBT Adults: The Williams Institute/Gallup says 3.5%, while Harris Interactive/Witeck Communications says 6.8%. Other estimates range as high as 10%.

Do you know how to deal with "that's so gay" in your classroom?

Small inequities matter. Disadvantages are often served in tiny doses that, by themselves, may seem unimportant or petty. They're not. Disadvantage is often chronic, and the accumulation is substantial.

Improving diversity in a workforce can have increased innovation and productivity.

Have you been to the Safe Zone Training?

Did you know...US women are still less than 20% of the undergraduate engineering population?

ENGAGE PEOPLE WHO DON'T THINK LIKE YOU ABOUT DIVERSITY

Diversity among students and faculty is crucially important to the intellectual and social development of all students.

You can't say something hateful and then turn around and say "I was just kidding".

Graphics on veterans: <http://www.diversityinc.com/things-not-to-say/9-things-not-to-say-to-a-veteran-coworker/>.

Do you recognize privilege? When one group is disadvantaged in a system, by necessity, another group is systemically advantaged. Advantage is every bit as powerful a force as disadvantage. Recognize and reduce!

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More than 100 university campuses have food banks because our students are choosing between books and food.

Value Diversity - Don't tolerate bullying – of anyone.

Part of a good old boys club? Quit – or change it!

Reverse the trend of microdisadvantages - Become an advocate of under-represented persons!  
<http://wied.asee.org/AdvTips.html>.

Did you know that US Tribal College students have a pathway to engineering degrees through the NSF PEEC program?

Year of Action on Diversity ... what will you be remembered for?

20% of US LGBTQ college students fear for their physical safety on campus.

In the US last year less than 1/2 of 1% of all undergraduate, graduate or PhD degrees awarded were to Native Americans. The Native American faculty has risen to 0.2%.

US undergraduate engineering enrollment is over 10% persons with disabilities.

One or more of your students is gay: Are you saying something that makes them uncomfortable?

How do you resource students with PTSD who may not ask for help?

The first computer programmer, Ada Lovelace, was a woman.

Language matters! Did you know, women are much more likely than men to be described using gendered adjectives or qualifiers? In professional settings, consistently address colleagues using Dr. or Prof., not Mr., Mrs., Miss, or first name.

Group meetings at night = strain on students who are also caregivers.

Behind every good, well-engineered product is diversity.

Plots from <http://www.asee.org/papers-and-publications/publications/11-47.pdf> (e.g., bachelor's degrees by gender or ethnicity, percent of women and minority faculty).

Resegregation of our K-12 schools is nearing the days of Brown versus the Board of Education (1954).

Do you want to incorporate diversity, but are met with resistance? Check out JoAnn Moody's book "Faculty Diversity: Removing the Barriers" for practical advice.

37% of US LGBTQ students are not comfortable in the classroom.

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