ASEE ENGINEERING DEANS GENDER EQUITY INITIATIVE

EDGE Initiative Overview

EDGE Initiative **GOAL**: To reduce barriers to effective recruitment, retention, and advancement of diverse women engineering faculty.

EDGE Initiative **TARGET AUDIENCE**: The EDGE Initiative is geared toward academic engineering deans, and seeks specifically to engage the signatories of the [ASEE Deans Diversity pledge](#) made by 200+ engineering deans who, along with other actions, pledged to develop and implement *"...proactive strategies to increase the representation of women and underrepresented minorities in our faculty."* However, deans do not operate in isolation, so this work also targets institutional leaders, engineering chairs/heads, and faculty who serve to motivate actions of academic deans.

IDENTIFIED BARRIERS to deans' gender equity change efforts (ASEE, 2015) include:
- lack of common institution and national benchmarks,
- no centralization of evidence-based leadership resources and tools;
- limited engineering-specific research-to-practice translation strategies and models, and
- an inadequate pipeline and lack of succession planning including diverse women academic engineering leaders.

EDGE Initiative **OBJECTIVES**:
1. Establish the ASEE's *National Gender Equity Indicators Database* based upon the *Engineering Gender Equity Benchmark Survey,* adapted from Hunter Colleges' ADVANCE Gender Equity Project Survey. Such data collection will inform target areas and benchmarks for gender equity change institutionally and nationally.
2. Create a **Gender Equity Web-index** of evidence-based tools and strategies organized for engineering deans using the Center for Gender in Organization's 4 Frames Model for Promoting Gender Equity within Organizations (i.e., Frame-1: URG-specific programs; Frame-2: Policy & Procedure Development; Frame-3: Leadership Support; Frame-4: Organizational Re-Visioning.)
3. Provide deans, through a post-Engineering Deans Institute (EDI) **EDGE Action-Steps Workshop** (Wednesday, April 10, 2019), process strategies, tools, and information to foster gender equity, diversity and inclusion change:
    - Introduce the EDGE Gender Equity Survey and how to use it (Virginia Valian).
    - Facilitate deans' process for setting the stage for change (e.g., identification of evidence-based high priority activities and considerations for change-team composition); and provide evidence-based tools and application strategies for gender equity change (e.g., EDGE Web-Index; TECAID; ADVANCE StratEGIC Toolkit, ARC Network, etc.) (Gretal Leibnitz & Aisha Lawrey)
    - Showcase a successful model for leadership development and succession planning (e.g., ELATE and other Leadership Development models) (Diane Magrane)
    - Share identified gender specific challenges to mid-career women (Christine Grant)
    - Facilitate candid conversation with a panel of women engineering deans (Stephanie Adams, Gilda Barbino, Theresa Maldonado)
4. Produce the **EDGE Showcase Webinar Series** to help translate research-to-practice, and model successful/promising strategies used by engineering deans engaged in gender equity actions.
5. **Prepare diverse women engineering faculty for leadership roles** (EDGE ELATE Scholarships)
6. **Conduct Research** to determine, "Are deans' capacities to effect faculty gender equity positively changed by engagement in ASEE EDGE Initiative activities?"