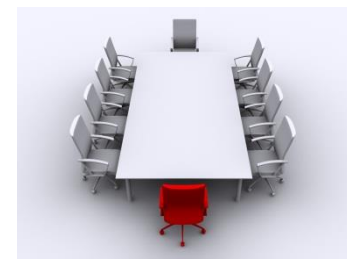




# **ENGINEERING DEANS GENDER EQUITY INITIATIVE**

## **Deans Panel on Gender Equity**

**EDGE Action Steps Workshop,  
WEDNESDAY, APRIL 10, 2019, 12:30PM-2:00PM**



## Thirty-Five Years after "The Double Bind\*\*," Obstacles Remain for Minority Women in STEM

\*\*Gender and RACE

*“Numerous studies show women of color in STEM disciplines face a host of challenges, the authors say. Among them: **“feelings of invisibility and isolation in their home departments, challenges to their authority, teaching competency, and scholarly expertise in the classroom, and the emotional toll of negotiating a landscape of obstacles for minority women.”***

Source: [http://www.aaas.org/news/releases/2011/0815double\\_bind.shtml](http://www.aaas.org/news/releases/2011/0815double_bind.shtml)

Symposium

Unraveling the  
Double Bind:  
Women of Color  
in STEM



Shirley M. Malcom\*, Paula Hall, and Janet Brown in a report titled *The Double Bind: The Price of Being a Minority Woman in Science*.

Malcom is Head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS).



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**Panel Objectives: We seek to reinforce a strengths rather than deficit model for engagement of diverse women in engineering, especially leadership.**



**DR. GILDA A. BARABINO**  
Dean and Berg Professor,  
Grove School of  
Engineering, City College of  
New York



**DR. STEPHANIE ADAMS**  
Dean of Engineering  
Old Dominion University



**DR. THERESA MALDONADO**  
Dean of the College of  
Engineering at the  
University of Texas at El  
Paso



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Reinforce main themes of workshop & corresponding EDGE resources:

1. Why ***gender diversity, equity, and inclusion*** is needed in academic engineering, especially engineering leadership?
2. Limitations to human decision making, and thus need to ***mitigate against implicit bias*** and implement policies and accountability procedures
3. Importance of ***evidence-based*** data collection, data-informed decision-making, and bench-marking
4. Using ***evidence-based strategies*** for effecting change
5. Networking and Models for creating ***comprehensive change***



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Special Thanks to Deans  
Adams, Maldonado and  
Barabino



What will you do when you return to  
your *home institution*?

How can you leverage your networks  
to effectively promote *authentic*  
gender equity?