Deans Panel on Gender Equity

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


Malcom is Head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS).
Panel Objectives: We seek to reinforce a strengths rather than deficit model for engagement of diverse women in engineering, especially leadership.
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*
What will you do when you return to your **home institution**?

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