



ENGINEERING DEANS GENDER EQUITY INITIATIVE

Overview

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

EDGE Initiative **TARGET AUDIENCE**: The EDGE Initiative is geared toward academic engineering deans, and seeks to specifically engage the 211 (as of Oct.16, 2018) out of 328 (i.e., 64%) signatories of the [ASEE Deans Diversity pledge](#) who, along with other actions, pledged to develop and implement “...*proactive strategies to increase the representation of women and underrepresented minorities in our faculty.*” Given that deans do not operate in isolation, this work also targets institutional leaders, engineering chairs/heads, and faculty who serve to motivate and support academic deans; as well as interested others.

CHALLENGES to deans’ faculty gender equity change efforts (ASEE, 2015) include:

- no centralization of evidence-based organizational-change resources and tools
- lack of common assessments and benchmarks (institution and national)
- limited engineering-specific research-to-practice translation strategies and models, and
- an inadequate pipeline of diverse women academic engineering leaders

EDGE Initiative **OBJECTIVES**:

1. **EDGE Action-Steps Workshop**: Provide deans, through a post-Engineering Deans Institute (EDI) workshop (Wednesday, April 10, 2019), information, strategies, tools, and resources to promote faculty gender equity change. The workshop will include:
 - An assessment of dean knowledge and actions to promote faculty gender equity, and an overview of the research on how to create an inclusive engineering college (Virginia Valian)
 - Evidence-based strategies and tools for gender equity change [e.g., the 2-part (data template & narrative questionnaire) [EDGE College Self-Assessment Tool](#), [EDGE Checklist](#), [Tools & Resources](#); [TECAID](#); [ADVANCE StratEGIC Toolkit](#)] (Gretal Leibnitz & Aisha Lawrey)
 - Candid conversation with a panel of diverse women engineering deans (Stephanie Adams, Gilda Barbino, Theresa Maldonado)
 - Identification of gender-specific challenges and strategies to support diverse, mid-career women faculty (Christine Grant), and
 - A successful model for leadership development and succession planning (e.g., [ELATES](#)) (Diane Magrane)
2. **Gender Equity Checklist**: Create a web-index of evidence-based tools and resources organized according to the Multicultural Organization Development (MCO) Model (Holvino, 2008)
3. **ASEE’s National Academic Engineering Gender Equity Indicators Database**: Establish a database based upon the EDGE College Self-Assessment Tool* which was developed to provide deans with evidence to support faculty gender-equity change efforts, and college benchmarks to promote recruitment, retention, and advancement of diverse women faculty.
4. **EDGE Deans Showcase Webinar Series**: Produce a webinar series to help deans translate research-to-practice, and showcase examples of engineering engaged in promising gender equity actions.
5. **EDGE ELATES Fellows**: Promote professional development leadership opportunities for five women engineering faculty (e.g., EDGE ELATES Fellows and travel grant funding)
6. **Conduct Research** to determine impact of ASEE EDGE Initiative activities.

*NOTE: The *EDGE College Self-Assessment Tool* is adapted from institutional-level self-assessment tools [i.e., APLU’s [INCLUDES Faculty Diversity Self-Assessment Tool](#) and the NSF ADVANCE-funded [Gender Equity Index](#) (Bilimoria & Jané, 2017)] and modified to be specific to college-level, engineering, and faculty gender equity.