



# ENGINEERING DEANS GENDER EQUITY INITIATIVE

## Overview

EDGE Initiative **GOAL**: To reduce barriers to effective recruitment, retention, and advancement of U.S. historically underrepresented and white (i.e., “diverse”) women engineering faculty.

EDGE Initiative **TARGET AUDIENCE**: The EDGE Initiative is geared toward academic engineering deans, and seeks to specifically engage the 215 (as of December 2019) 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.

**CHALLENGES** to engineering deans’ faculty gender diversity, equity, and inclusion (DEI) change efforts (ASEE, 2015) include a(n):

- Lack of centralized, evidence-based, organizational-change resources and tools
- Limited engineering-specific research-to-practice translation strategies and models,
- Inadequate pipeline of diverse women academic engineering leaders, and
- Lack of national benchmarks

**OBJECTIVES**, aimed to address each challenge above, include the:

1. **EDGE Change Toolkit**: to provide deans with a set of centralized, evidence-based organizational-change resources, including the:
  - EDGE Change Model
  - EDGE College-Self-Assessment Tool
  - EDGE Guidebook for College Self-Assessment of Successes and Challenges in Faculty Gender Diversity, Equity, & Inclusion
  - EDGE Change Process: Questions & Evidence-Based Solutions
  - EDGE Action Checklist
2. **EDGE Action Strategies & Models**: to provide deans with engineering-specific research-to-practice translation strategies and models, including the:
  - **EDGE Action Steps Workshops**: to increase deans’ awareness and adoption of evidence-based gender DEI strategies
  - **EDGE Deans’ Showcase Webinar Series**: to help deans translate research-to-practice, and showcase examples of engineering deans engaged in promising gender DEI actions.
3. **EDGE-ELATES Fellows & Travel Grants**: to promote leadership professional development opportunities for diverse women engineering faculty
4. **ASEE’s National Gender Equity Indicators**: to provide deans with national college benchmarks to promote recruitment, retention, and advancement of diverse women faculty.

Additionally, the EDGE Initiative will:

5. **Conduct Research** to determine impact of the ASEE EDGE Initiative activities.

**\*NOTE**: The *EDGE Model, and EDGE College Self-Assessment Tool* are adapted specific to college-level engineering faculty gender DEI efforts from “A Guidebook for Campus Self-Assessment of Successes and Challenges in STEM Faculty Diversity and Inclusion—Draft” by [APLU, K.A. Griffin, A. Mabe, and APLU INCLUDES Faculty Taskforce](#), 2018. [CC BY-NC-SA](#).