

A graphic with a blue header bar containing the text "WEBINAR GOAL" in white. Below the header is a large image of a red and white target with a dart hitting the bullseye.

CENTRALIZED RESOURCES

Diversity, Equity, and Inclusion (DEI) Toolkit



- ✓ DEI Change Model
- ✓ College DEI Self-Assessment Tool
- ✓ Readiness-to-Change Questionnaire
- ✓ Evidence-Based Resources
- ✓ Guidebook & Action Checklist—COMING SOON!

<https://unoplatform.com/@thisisengineering>

LEADERSHIP PIPELINE SUPPORT



✓ EDGE-ELATES
Fellows
Grants

✓ INCLUDES
IASPIRE
Leadership
Academy

IAspire Leadership Academy
Applications due June 4!

[IAspire Leadership Academy site](#)

60 Engineering Leaders To Watch

RESEARCH-TO-PRACTICE WORKSHOPS/WEBINARS

University Leaders on Advancing Gender Equity



Ilene Busch-Vishniac, Ph.D., (Moderator), President Emeritus, The University of Saskatchewan

Scott Bass, Ph.D., Provost Emeritus, American University


Orlando Taylor, Ph.D., Vice President, Fielding Graduate University

Cheryl Schrader, Ph.D., President Emeritus, Wright State University

Webinar Date and Time: **Wednesday, May 26, 2021; 4:00 pm EDT**

Register: <https://us02web.zoom.us/join/zoom/register/tZUrfuqrz0vGdCyKG520d4Q36denIVZpbHj>

Today’s Presenters



Ilene Busch-Vishniac
(Moderator)

Scott Bass

Orlando Taylor

Cheryl B. Schrader

Why Address Gender Equity?

Engineering Deans Gender Equity (EDGE) Initiative
University Leaders on Advancing Gender Equity
Wednesday, May 26, 2021; 4:00 pm EDT
Scott A. Bass
American University

Extensive Literature

“Despite Hundreds of Studies Documenting Institutionalized Gendered and Intersectional Barriers as Obstacles to Women’s Advancement in Academic [STEM fields] “Public Discourse Continues to Promote Explanations that Emphasize Women’s Attitudes and Motivations as Causes for their Underrepresentation in the STEM Workforce.”

Sharon R. Bird and Laura A. Rhoton. “Seeing Isn’t Always Believing: Gender, Academic STEM, and Women Scientists’ Perceptions of Career Opportunities,” *Gender & Society*, (35, no.3, June 2021) 422-448.

Bird and Rhoton Con’t

“Organizational Structures, Cultures, and Practices Socially Constructed in Ways the Disproportionally Disadvantage Women and Racially Minoritized Groups. Organizations, in other words, are not purely *Meritocratic*.”

Interviewed Women in STEM with an NSF ADVANCE program

Sharon R. Bird and Laura A. Rhoton. “Seeing Isn’t Always Believing: Gender, Academic STEM, and Women Scientists’ Perceptions of Career Opportunities,” *Gender & Society*, (35, no.3, June 2021) 422-448.

Historical Record of Discrimination

- Early Years, Women Only Welcomed at Women’s Colleges
- Coeducational Universities Many Initially in Name Only
 - Women Students Unwelcomed and Harassed
 - University of Chicago Male Students Demanded Male Only Classes
 - Women Viewed as Detrimental to Male Educational Advancement
 - Woman Tracked into Positions in Social Work, Nursing, and Teaching
 - More lucrative Professions Including Engineering Were Male Dominated

Source: Bashaw (1999), *Stalwart Women Teachers College*, Columbia University.

Legal Protections for Women

- In 1950 only 10.8% of All Professionals were Women
- 1964 Title VII of the Civil Rights Act and 1972 Title IX
- Things Begin to Change - Everyone Has Their Story
- In 1969 Yale Ends its Quota System Restricting the Number of Women Students
- Stanford’s Quota Was 3 Males Admitted for Every Female

Source: Parker, (2015) "The Historical Role of Women in Higher Education," <https://files.eric.ed.gov/fulltext/EJ1062478.pdf>

Overcoming Institutional Barriers

Medical School Grads:
1980-81 75.1% Men, 24.9% Women
2018-19 52.1% Men, 47.9% Women
PhDs Granted in Life Sciences (2019)
45.5% Men, 54.5% Women
PhDs Granted in Engineering
76% Men, 24% Women
Note in 1970, of 3,435 Engineering PhDs granted 15 were Women

Why Address Gender Equity?

- National Competitiveness
- Talent and Merit Has Been Circumvented
- Greater Accountability for Universities
- Greater Accountability for Fields that Lag
- The Time Has Arrived to Confront Internal Structural Barriers Deeply Imbedded in the Engineering Culture
- Seize the Moment and Not Let the Moment Seize You

Time to Act

In this Webinar Everyone Has Their Story -
Let’s Hear From My Colleagues

Thank you



ACTIONS

- ✓ Sign the [ASEE Engineering Dean's Diversity Pledge](#) (contact Geraldine Gooding, G.Gooding@asee.org)
- ✓ Review the EDGE Website: <https://edge.asee.org/>
 - Try the EDGE Graphic Explorer APPs (20 years of ASEE Profiles data)
 - Women Engineering Faculty shinyapps.asee.org/apps/EDGE/
 - URM Women Engineering Faculty shinyapps.asee.org/apps/EDGE%20URM/
 - Check out the EDGE Toolkit & Sources
 - Use the EDGE College Self-Assessment Tool
 - Review the EDGE Workshops & Webinars
 - For example, learn more about the Faculty Dashboard: [Faculty Workload and Rewards Project](#)
- ✓ Participate in the 2021 EDGE Deans Survey—Look for it in your email!
- ✓ Consider applying for the [ASEE Deans Recognition Program](#)

EDGE QUESTIONS?



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<https://edge.asee.org>

Thank You!



<https://edge.asee.org>