Purpose & Strategy

For engineers to meet the complex, global challenges of the 21st century, the engineering community must increase its capacity to recognize and incorporate diverse perspectives. We proposed that faculty-led teams provided with professional development in diversity, equity and inclusion (DEI) –focused “change leadership” can lead department-specific culture change to advance diversity, equity, and inclusion (DEI).

ME Team Participants

Five university Mechanical Engineering (ME) department teams (faculty, chairs, staff) were selected to participate in TECAID’s professional development activities based on their DEI-focused change proposals.

Project Activities

TECAID PIs and the Kardia Group (DEI-focused, organization change experts) provided “change leadership” support via four 2-day workshops, data-based feedback, a virtual learning community, clinic-ing sessions; “exemplar” dissemination opportunities; assessment and evaluation activities, and more. The timeline below identifies major TECAID workshops, VLC timeframe, Model development, and evaluation activities.

Outcomes

TECAID professional development provided significant increases in the three primary areas:

- Knowledge and Use of Diversity, Equity and Inclusion (DEI) Concepts
- Confidence in Leadership Skills
- DEI Action—Individual & Team

Resources

Check it out! www.WEPAN.org/mpage/TECAID
- TECAID Model
- TECAID Learning Modules
- TECAID Case Studies
- TECAID Resources

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