

Kindling Inter-university Networks for Diverse (KIND) Engineering Faculty Advancement in the California State University System*

Faculty Success Seminar

Empowering Change: Advancing Women in Engineering through Equity Catalysts

Presented by: Dr. Chanel Beebe
August 25, 2023 | 1:00 – 3:00 pm PDT

Meeting Format: Virtual (zoom link will be provided to the participants), Registration: Required

Goal: The KIND Faculty Success Seminar is a 2-hour workshop that occurs once a year in summer and it aims to equip all CSU engineering faculty and lecturers to address biases and other systemic sources of career obstacles that impact women.

Description:

Join our two-hour seminar on empowering women in engineering, where we will reflect on and recognize the biases and obstacles disproportionately impacting women in the field. Participants will gain valuable insights into how gender biases, stereotypes, and systemic obstacles affect female faculty recruitment, retention, and promotion. We will explore intersectionality and provide strategies to address compounded challenges by examining how gender intersects with race, ethnicity, and socioeconomic background. The seminar will also focus on developing skills to recognize and mitigate unconscious bias for fair and objective assessments. Additionally, participants will explore strategies for organizational change, create personalized action plans to foster equity and build a supportive network to drive ongoing change. Join us to gain insights, tools, and a community dedicated to championing women's advancement in engineering and creating an inclusive and equitable environment.

Learning Objectives:

- Reflect on and recognize biases and obstacles impacting women in engineering: Participants will understand and confront gender biases, stereotypes, and systemic obstacles that disproportionately affect women in the field. They will also reflect on how these biases and obstacles impact the recruitment, retention, and promotion of women faculty in engineering careers.
- Address intersectionality and multiple discrimination: Participants will learn how gender intersects with race, ethnicity, and socio-economic background, amplifying challenges for women in engineering. They will learn strategies to tackle these complex issues.
- Address unconscious bias: Participants will recognize and mitigate their biases, understanding their impact on decision-making. They will develop skills for fair and objective assessments in evaluations, promotions, and professional settings.
- Promote organizational change, create action plans, and foster a supportive network: Participants will explore strategies for organizational change, including promoting diversity in faculty recruitment, establishing mentorship programs, and implementing supportive policies. They will reflect on their roles in addressing biases and creating personal action plans for fostering equity. Additionally, they will connect with like-minded faculty to share experiences, resources, and strategies, building a supportive network to drive ongoing change.

*The KIND Program is a new CSU system-wide initiative funded by [NSF-ADVANCE Partnership grant #2121950](#).

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Who should attend? This event is open to all full-time CSU engineering faculty and lecturers. We encourage individuals who identify as underrepresented in engineering to attend this event.

Registration: Required

[Use this link to register](#) by Aug 20th, 2023.

Contact Information:

If you have any questions, please click a name to email any of the following contributors:

- [Arezoo Sadrinezhad](#), Fresno State
- [Maryam Nazari](#), Cal State LA
- [Feruza Amirkulova](#), San Jose State University
- [Liz Thompson](#), Cal Poly SLO

Speaker:

Born and raised in Detroit, Michigan, Dr. Chanel Beebe is an artist, writer, researcher, engineer, and educator who designs, implements, and researches S.T.E.A.M. programming. Dr. Beebe has a passion for nourishing critical and social consciousness and is the founder and C.E.O. of a research and design firm focused on social and educational equity (Beebe Arts L.L.C.) Dr. Beebe holds a Bachelor's and a Master's degree in Industrial Engineering and a Ph.D. in Engineering Education and studies socially situated design and learning experiences. As a growing "socio-technical activist," Dr. Beebe seeks to blend her values of creativity, equity, health, and sustainability with her formal training as an Industrial Engineer.



Dr. Beebe currently works at D-Ford (the Research and Design arm at Ford Motor Company), where she researches the future of work and solutions to the next generation of work. Chanel is also an Intermittent Lecturer at the University of Michigan Taubman College of Architecture, where she teaches Design Research to Urban Technology Students. Ultimately, Chanel hopes her contributions will transform the experience of social reform and well-being for historically disenfranchised people.

More of Chanel's work and progress can be found at [ChanelBeebe.com](#).

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