

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

Faculty Success Seminar Thursday, Sep 15, 2022 | 3:00 pm – 5:00 pm PT

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 academic leaders, faculty, and lecturers to address biases and other systemic sources of career obstacles that impact women and faculty from racially and ethnically minoritized identities.

Title: Identifying and Disrupting Systemic Exclusion and Inequities in Higher Education

Description: Why does my college or university struggle to attract and retain faculty from diverse backgrounds? How can I thrive in an institution as “the only”? What can I do to contribute to and foster an inclusive workplace and/or academic climate for everyone? If you have ever asked these questions, this training will provide you with a starting point for answering them. This session includes thought-provoking activities designed to: raise awareness of biases and stereotypes, provide strategies for overcoming systemic inequities, and share practical steps toward inclusive leadership and engagement. It uses examples that cover multiple and intersectional identities (e.g., race, ethnicity, disability, gender, socioeconomic status, age, and sexual orientation) and draws from principles of justice, equity, diversity, and inclusion in engineering societies’ codes of ethics.

Learning Objectives: After completing this training, participants will be able to:

- recognize biases and stereotypes – explicit and implicit, positive and negative – and their impacts on engineering education and practice;
- act as change agents to challenge and overcome systemic inequities;
- identify and overcome organizational barriers to systemic change; and
- employ strategies - as targets, allies, or offenders - to manage behaviors that are counter to JEDI.

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

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

Registration: Required

[Use this link to register](#) by September 12, 2022. Registration is limited to the first 40 individuals.

Contact Information:

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

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

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Speaker: Yvette E. Pearson, Ph.D., P.E., F.ASCE

A Fellow of the American Society of Civil Engineers (ASCE), Dr. Yvette E. Pearson is recognized globally for over 25 years of contributions to engineering education, particularly for her work along the intersections of sustainability and justice, equity, diversity, and inclusion (JEDI). As past vice chair of the Committee on Diversity and Inclusion she was part of the team that first introduced DEI into ASCE's Code of Ethics in 2017, providing leadership for the principle that requires engineers to consider the diversity of the communities they serve and to include diverse perspectives in planning and design. In 2019, she was appointed inaugural chair of ASCE's board-level committee, MOSAIC (Members of Society Advancing an Inclusive Culture), which is charged with leading the Society in all matters of DEI for the profession. During her tenure as chair, MOSAIC revised an ASCE policy, which is now titled "Justice, Equity, Diversity, and Inclusion" and created a Best Practices Resource Guide for Diversity, Equity, and Inclusion. Dr. Pearson is founder and principal consultant of [The PEER Group](#), a company that specializes in training, evaluation, organizational leadership, program development and facilitation with a focus on JEDI. Among her numerous awards and honors are ABET's Claire L. Felbinger Award for Diversity and Inclusion, ASCE's Professional Practice Ethics and Leadership Award, University of Texas Regents Outstanding Teaching Award, the Society of Women Engineers' Distinguished Engineering Educator Award, and the President's Medal, one of the highest honors awarded by ASCE. Pearson is a registered Professional Engineer, a Commissioner on ABET's Engineering Accreditation Commission, and host of [Engineering Change Podcast](#), which has listeners in over 70 countries on six continents.



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