

Role Models in STEM

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Motivation

Studies show that a diverse team is a stronger team for innovation.[1]

To recruit and retain minorities in UW Engineering, we developed a feasible and cost-effective solution to engage underrepresented populations (women and People of Color) outside the classroom.

[1] D. Feitler, "The Case for Team Diversity Gets Even Better," *Harvard Business Review*, 27-Mar-2014. [Online]. Available: <https://hbr.org/2014/03/the-case-for-team-diversity-gets-even-better>. [Accessed: 04-Jun-2018].

Problem Statement

Research shows that identifying a gender gap in a field can encourage the underrepresented group to pursue that field [2]

This issue is important because of the current gender and racial gap in the college of engineering

- Electrical Engineering
 - (Undergraduate) 20% Women, 11 % PoC
 - (Graduate) 23% Women, 4% PoC

[2] Z. Hazari, G. Sonnert, P. M. Sadler, and M.-C. Shanahan, "Connecting high school physics experiences, outcome expectations, physics identity, and physics career choice: A gender study," *J. Res. Sci. Teach.*, vol. 47, no. 8, pp. 978–1003.

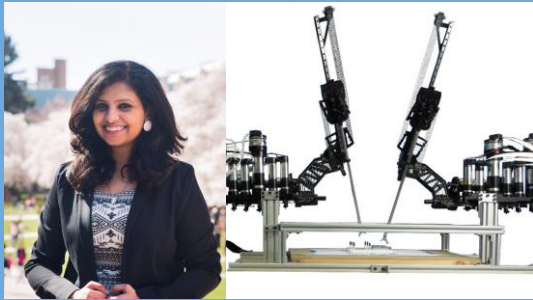
Proposal

To create and distribute flyers showcasing role models in engineering at the university across multiple departments and clubs, from all walks of life.

A sample flyer would feature a picture of the role model, some of their research or club affiliations, and a paragraph or two detailing who they are.

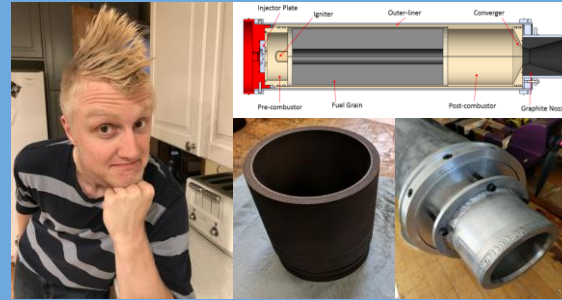
The goal is to have a flyer that can be quickly read in a high traffic area at extremely low cost.

- Department offices/Orientation
- Student Poster Boards
- Office of organizations recruiting minority students
- Restrooms



Nivii is a first year Ph.D. student in Electrical Engineering. She is an Amazon Catalyst Fellow, a proposal she led for research in surgical robotics. She founded IEEE Women in Engineering - UW, Seattle chapter.

“Leading a proposal and securing funding for it helped strengthen my confidence in research. I was also the only female researcher in my lab during undergrad. I learned the importance of having allies at this time. I started IEEE-WIE to promote conversations and build a support group for students.”



AJ is a senior in the A&A Engineering department. He is currently a member of the Society for Advanced Rocket Propulsion (SARP) on the combustion and nozzle team.

“SARP has really shown me how to put all of the things we learn in classes into a real life application. In addition to the engineering challenge, SARP is also a great representation of what it will be like working on a diverse team out in industry.”

Expected Outcome

1. Students can see people they can identify with and possible paths to success.
2. URM engineering students will become interested in extracurricular activities because they see that others have succeeded before them.
3. These flyers could encourage other people who are on the fence about pursuing engineering to feel welcomed.