

This is a synopsis of ongoing and planned IDEA activities in the Herbert Wertheim College of Engineering:

### **HWCOE IDEA Activity Synopsis (Working Document)**

**Version 9/14/2020**

#### **College-level IDEA Activity (Working Document)**

- HWCOE IDEA committee meets monthly with department IDEA representatives
- All departments (11 departments (9 departments and 1 school)) have departmental IDEA committees
  - 3 department IDEA committees were established in past 3 years
  - 6 departments and 1 school formed IDEA committees in 2020
- IDEA culture
  - IDEA is 2<sup>nd</sup> discussion topic at each Dean's meeting with department chairs after safety
  - IDEA is 2<sup>nd</sup> discussion topic at each Department chair's meeting with department faculty meeting after safety
- HWCOE is developing an IDEA climate survey for (1) all faculty/staff and (2) all students
- Training
  - Best Allyship Movement Training for Deans and Department Chairs
  - Crucial conversations training planned for Deans and Department Chairs
  - Subtle Acts of Exclusion training planned for Deans and Department Chairs
- Curriculum
  - IDEA statement for course syllabi
- Students
  - Weekly chats with National Society of Black Engineers and Deans
  - IDEA message on importance and resources to all new students
  - IDEA message at New Student Welcome Event
- Seminars
  - Planning for Celebration of Black Contributions to STEM and Society in spring semester
  - Planning for College-level invited speakers on inclusion in STEM

#### **Department-level IDEA Activity (Working Document)**

- All departments (11 departments) have departmental IDEA committees
- IDEA is 2<sup>nd</sup> discussion topic at each Department chair's meeting with department faculty meeting after safety
- Many departments held retreats which included sessions on IDEA
- Many departments have held town halls to discuss black experience, BLM, racial climate, and diversity environment and challenges in department
- Many departments have discussed IDEA at new student welcome events
- Many departments have invited speakers on IDEA
- Some departments have developed an IDEA page on the department website

- Some departments have modified department bylaws to include IDEA language
- Some departments are developing training
  - Planning “Safe Space” training/seminar for students
  - Planning training on subtle acts of exclusion/micro-aggression
- Some departments have held/are planning workshops and meetings on IDEA
  - Inaugurated the First Annual ESSIE Conversations and Engagement Annual Academic Year Event 2020/2021 Theme: Ethics and Values of Inclusion Diversity Equity and Access in Engineering led by Dr. David Prevatt
  - Women in IoT Workshop organized by Dr. Janise McNair and Dr. My Thai with invited women leaders including national speakers from academia and industry to be held on Oct. 12
- Some departments have organized events commemorating Hispanic Heritage Month with panel or speaker series
- Many department faculty are leading IDEA efforts including serving on IDEA committees in professional societies and at UF, serving as invited speakers on IDEA, writing proposals on IDEA and STEM, conducting research on IDEA and STEM, leading podcasts on IDEA, serving on IDEA and STEM/STEAM outreach in K-12, etc.