ASEE Diversity Recognition Program
Guidelines and Application Process

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Meeting Notes

This meeting is being recorded.

<u>Agenda</u>

- **Program Goals and Overview**

- **Guidelines**
  - Program Timeline
  - Program Guidelines
  - Applications
  - Review Process
  - Common Pittfalls

- **Questions**

Purpose of Today's Webinar

I assume that a majority of the the attendees are interested in learning about the program so that they can:

- Submit a first application
- Renew their status or achieve a higher level of recognition

What we won't do today …

- Discuss individual applications

- Discuss the merits of the program

ADRP Program Goals

The ASEE Diversity Recognition Program (ADRP) was created to publicly recognize those engineering and engineering technology colleges that make **significant, measurable progress in increasing the diversity, inclusion, and degree attainment outcomes of their programs**. Recognition is only granted for units that are eligible to be members of the Engineering Deans or Engineering Technology Deans Councils

Recognition occurs at three levels:

Bronze
Silver
Gold

This is NOT a ranking program, and the overarching goal of the program is to achieve collective impact by having all institutions strive to achieve the highest levels of recognition.

Recognition Levels - Overview

BRONZE

SILVER

GOLD

Program initiated in 2019

Current 132 institutions recognized in 4 cohorts

Program initiated in 2022

First applications will be submitted Fall 2022

Program will be developed in the future.

Program Timeline

Information on the program can be found at https://diversityrecognition.asee.org.

Applications must be submitted by **November 1, 2022**, through the application portal.

Applications will be informed of the decision in **early December, 2022**.

All newly recognized institutions will be recognized at the 2023 CONECD Meeting, February 26-28, 2023 in New Orleans, LA. More information can be found at https://sites.google.com/vt.edu/conecd23/home.

All institutions will be recognized at the 2023 ASEE Annual Meeting.

Program Guidelines

There are different types of ADRP applications that can be submitted:

       Bronze-Level
       Bronze-Level Reaffirmation
       Silver-Level
       Direct-to-Silver (deadline has passed for 2022)

Institutions currently recognized and the cohort in which they were recognized can be found at

https://diversityrecognition.asee.org/recognized-institutions/

If your institution is not on this list then it is not currently recognized at the Bronze level.

Program Guidelines

Current Status	Bronze	Bronze Re-affirmation	Silver	Direct-to-Silver*
No Status	✓			✓
Bronze-Level Spring 2019 Cohort		✓	✓	
Bronze-Level 2020-2022 Cohort		✓	✓	
Bronze-Level 2021-2023 Cohort		Eligible Fall 2023		
Bronze-Level 2022-2024 Cohort		Eligible Fall 2024		

Direct-to-Silver application deadline has passed for 2022

Program Guidelines

If a program that is in the Spring 2019 Cohort or the 2020-2022 Cohort does not apply for Bronze Reaffirmation or for Silver-Level recognition this Fall 2022, then their recognition will end.

Programs that apply for Silver-Level recognition can be awarded either Silver-Level recognition or they may be deemed to remain at the Bronze-Level after review.

Applications

Detailed information on each type of application can be found at

https://diversityrecognition.asee.org/application-process/guidelines/

Applications - Overview

	Bronze	Bronze Reaffirmation	Silver
Part 1	Program Information and Pledge Affirmation		
Part 2	Cover Letter – Signed and Dated by Dean		
Part 3	**Current** Diversity, Equity, and Inclusion Plan **for the Engineering College (or equivalent)**		
Part 4	< 10-page Narrative	< 2-page Narrative	< 10-page Narrative
Part 5	Demographic Data Fall 2020 and Fall 2021 (Required) Fall 2022 (Optional)		

Review Process

All applications will be reviewed by a panel of Deans (no substitutes) using a rubric that is derived from the guidelines.

The consensus of the review panel is used to make a final determination of the acceptability of the application.

As discussed earlier, we are planning to have decisions made in early December so that institutions that are recognized can make plans to attend the CONECD meeting in February 2023 and be recognized in New Orlenas.

Common Pitfalls – Bronze Applications

- Administrative information / Dean's Letter not included.

- DEI plan is a university-level plan and not specific to the engineering college (or equivalent).

- Plan does not have well-defined goals and metrics for tracking progress.

- Plan and/or Narrative is simply a laundry list of activities and doesn't provide a coherent focus for the activities.

- Data not included (although some institutions may not have to submit all data, e.g., undergraduate-only institutions)

Common Pitfalls – Silver Applications

- None so far, since no applications have been submitted….

- I will say that the reviewers will be looking for <u>substantive</u> progress that is based on the goals and metrics that were included in the Bronze-Level application. Please focus attention on those attributes to make the most compelling application.

Questions

We have time for Q and A today.

After today, questions can be directed via email to

diversityrecognition@asee.org