

CEE Town Hall Poll Everywhere Results - 2/12/21

10

Activities

107

Participants

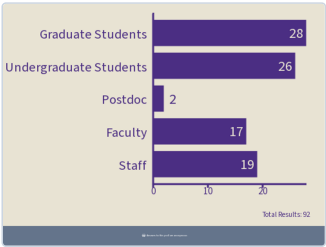
74

Average responses



Average engagement

Who is joining us today?



Response options

Graduate Students

Undergraduate Students

Postdoc

Faculty

Staff

Count Percentage

28 30%

26 28%

2 2%

17 18%

19 21%

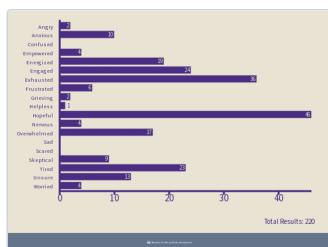


Engagement

92

Responses

What are you feeling today?



Response options

Count Percentage

Angry

2 1%

Anxious

10 5%

Confused

0 0%

Empowered

4 2%

Energized

19 9%

Engaged

24 11%

Exhausted

36 16%

Frustrated

6 3%

Grieving

2 1%

Helpless

1 0%

Hopeful**46 21%**

Nervous

4 2%

Overwhelmed

17 8%

Sad

0 0%

Scared

0 0%

Skeptical

9 4%

Tired

23 10%

Unsure

13 6%

Worried

4 2%

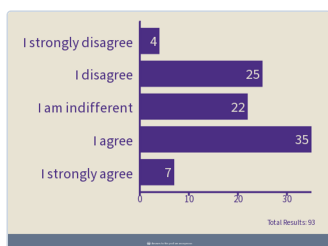
91%

Engagement

220

Responses

Do you believe CEE is a safe and inclusive environment for all including those who are Black, Indigenous, and people of color (BIPOC), LGBTQ, disabled, women, and/or members of other underrepresented groups?



Response options

Count Percentage

I strongly disagree

4 4%

I disagree

25 27%

I am indifferent

22 24%

I agree**35 38%**

I strongly agree

7 8%

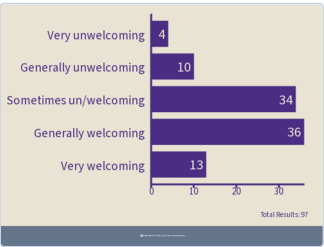
87%

Engagement

93

Responses

How welcoming do you think our department is to discussing discrimination based on race, gender identity, sexual orientation, and disabilities?



Response options

Count Percentage

Very unwelcoming

4 4%

Generally unwelcoming

10 10%

Sometimes un/welcoming

34 35%

Generally welcoming

36 37%

Very welcoming

13 13%

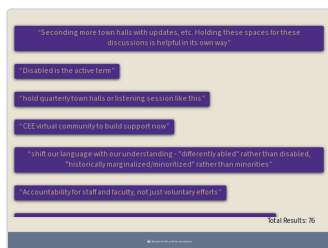
91%

Engagement

97

Responses

What changes would you like to see, to make CEE become a safer and more inclusive place?



Responses

Mandatory student, faculty and staff training and education on JEDI topics

improved pedagogy and content in all classes, not just token classes

JEDI-related course requirements (mandatory, with credits counting towards degree)

move towards holistic JEDI lens in teaching, research and learning, don't relegate this to being an add-on or box to check

For everyone (especially the minorities) to feel being at home in this department.

continued conversation and action

Regular town halls and updates

a more inclusive atmosphere for everybody, including international students.

Increased representation of faculty of color

Bringing to light negative experiences within the department

Discussion sessions about current events relating to JEDI in general or in engineering

More receiving and open to Asian minorities. While there are no open discrimination about this, there is often the case where the minorities feel left out in the department.

Engineering history taught recognizing it's racism and imperialism

More mental health advocacy within civil engineering courses and in the department as a whole

Offer a cultural engineering course with interactive discussions

+1 to training for tenured faculty

coordinated JEDI content that is complimentary rather than redundant (i.e. every class shouldn't be leaning on implicit bias tests) also find ways to meaningfully engage with individuals at different levels of knowledge/understanding

Encourage more student networking activities

I would like there to be consequences for those that are rude, disrespectful, and dismissive.

Mentorship opportunities for bipoc students

no input at this time

Compensation for students, post-docs, staff, etc that assist the department with these goals.

To explicitly define what is being said when CEE says 'minorities'



Engagement

76

Responses

Responses

Keep others accountable. A lot of this work is being done by a few people.

foster a sense of community by providing department-sponsored events

We need a welcoming club for new students. Especially minority or foreign students have a very hard time connecting with CEE community

Built-in dei training by professionals for staff, grad students, etc

I still think most people are unwilling to give up the privilege that they currently enjoy. For example, the CEE faculty who went to private universities are probably going to mostly send their own children to similar universities. so the cycle of privilege perpetuates itself.

Incorporate more (required) JEDI related courses

talk about mental health and provide resources

More courses with diversity content

No changes. Having come from an undergrad school in the Midwest, UW seems far more inclusive.

DEI training at every level

More discussion and education on diversity topics related to engineering to bring awareness.

I'd like to see more discussions about equity and diversity

Accountability for staff and faculty, not just voluntary efforts

more discussions on intersectionality

student training on JEDI topics

seminars/trainings/etc. mandatory for faculty/staff

more education to students in every course about how to report bias concerns

put time into building a CEE community

Increased discussion on these issues in other spaces throughout the department

More interactive town halls like this one and to continue to collect poll answers

Find out from prospective students (particularly BIPOC and marginalized populations) how they might answer this question.

hold quarterly town halls or listening session like this

CEE virtual community to build support now

shift our language with our understanding - "differently abled" rather than disabled, "historically marginalized/minoritized" rather than minorities

improving teaching practices to make classes more inclusive and collaborative

if everyone used pronouns

Responses

ways to hold tenured faculty accountable if they are not engaging with these efforts/are actively undermining them with their behavior

Additional action for tenured faculty that are not as progressive

Disabled is the active term

Keep holding these spaces

From a white male perspective, I'm inclined to think that integration into the technical courses will get more traction with folks who are inclined to see this as an issue for 'other people'

more gender neutral bathroom spaces

More required JEDI training for tenured faculty

More frequent community updates as well as in increase in outreach programs besides engineering ambassadors

more courses related to it

faculty training to address their biases for student recruitment and retention

connect more to university level JEDI activities

Continued discussions about JEDI topics going forward. Required introductory class for incoming CEE students focused on social and environmental justice.

More discussion of these issues within our classes/ by staff and faculty on a regular basis

More cultural activities

rewards for JEDI service-related activities for staff, students and faculty. And consequences for those that don't participate in these activities

I would much rather see this content integrated in other ways than adding required courses that then add expense and complexity to an already expensive (for out-of-state/international) and complex degree

Talk about mental health!

hold people accountable for their actions

Acknowledgement of the privilege cis white women have, recognizing that all oppressed groups have a lot of nuance. Talking about the intersections of race and gender in civil engineering

including international students as well

I would like to see a group that advocates for Women in Civil Engineering (other majors/departments have these groups but CEE does not)

JEDI courses for graduate students

student seminars or trainings on inclusivity and diversity

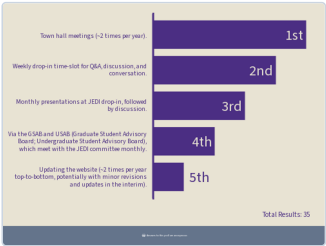
Interactive activities like conferences, field trips etc

More paid opportunities for students etc to become involved with DEI topics

Responses

- Seconding more town halls with updates, etc. Holding these spaces for these discussions is helpful in its own way
- Starting a Women in Civil Engineering group for our UW CEE department

Going forward, CEE plans to share DEI information using the following mechanisms. For each one, please rate it on a scale of 1 to 5 in terms of usefulness (with 5 being most useful).



Response options	Rank
Town hall meetings (~2 times per year).	1st
Weekly drop-in time-slot for Q&A, discussion, and conversation.	2nd
Monthly presentations at JEDI drop-in, followed by discussion.	3rd
Via the GSAB and USAB (Graduate Student Advisory Board; Undergraduate Student Advisory Board), which meet with the JEDI committee monthly.	4th
Updating the website (~2 times per year top-to-bottom, potentially with minor revisions and updates in the interim).	5th

33%

Engagement

35

Responses

If an option was not provided in the last slide that you would like to suggest, please let us know what other ways we could share DEI information to the CEE community, and rate it on a scale of 1 to 5 in terms of usefulness (with 5 being most useful).



Responses

0%

Engagement

0

Responses

Please suggest things the department should no longer be doing.



Responses

expecting students to always push to get things done

pretending that only bad people can do or say bad (i.e. hurtful, harmful, racist, sexist, etc. etc.) things / using "but they're a good person" to deflect criticism

we will never have a cohesive culture in our department if every subdivision can operate like an independent unit...

tenure

Use the concept of "they come from a good school" in graduate admissions

Prioritizing research skills instead of instruction, mentoring, etc.

We should stop saying this problem (whatever it happens to be) is too difficult to resolve. We should just make an honest effort to fix it and make CEE better at what it should be doing.

Have ambiguous expectations for student, grad students, faculty.

+1 tenure OR find ways to hold tenured professors accountable for behavior and actions - this realistically means pushing pressure up to figure out more sustainable funding sources

using the term "rule of thumb" in lectures

using the GRE for graduate admissions

Virtue signaling through employing women

Leave JEDI discussions as an extracurricular activity, imbue it into everyone's training/education

Rewarding only research and not mentoring

As an undergrad student I personally disagree with the idea of removing tenure for professors as I believe its positives outweigh the negatives

using GRE

Rely so heavily on word-of-mouth (ie faculty emailing their established networks), for advertising positions and student opportunities

Value research productivity over teaching, outreach, mental health, etc.

Not holding professors accountable for microaggressions. This is daily trauma

Requiring the TOEFL for students that come from US territories that have English as one of their main languages.

I think CEE is mostly structured for the benefit of the professors and other groups' interests come in 2nd, 3rd, or 4th place. Students' interests should be foremost.



Engagement

31

Responses

Responses

Take action when identifying discrimination or conflict

expecting and relying on people to continue volunteering their time

not initiate on bonding activities

stop centering these conversations around a very narrow form of intersectionality

having only a handful of all folks lead JEDI efforts

allowing faculty to "opt out" of this work

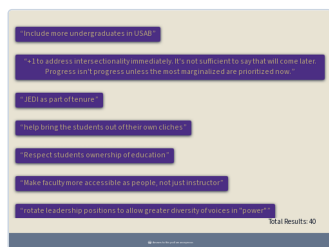
Focusing on making students for industry demands then helping students shape the industry

Making JEDI work an "add on" that can easily be ignored

Any statistics based on gender, ethnicity, origin

Relying on students and a few faculty members to push forward JEDI issues.

Please suggest things the department should start doing.



Responses

Rise founding to have more students involved in assistantship positions

Make faculty more accessible as people, not just instructor

make it clear that faculty meetings are open to all to attend and have a prominent calendar of departmental events

Understand that students that graduated from universities from US Territories know English.

Respect students ownership of education

at least one mandatory course for all incoming students to take together. intro to the department, to different tracks, to history of CEE (at this school and in general). help to build up a cohort and a viable "us"

work to shape critical thinkers rather than point optimizers - this likely means a new admission system/new ways to track excellence among students

Talk about mental health.

Be more transparent about what's going on in faculty meetings.

Offer an anonymous mail slot to submit observed or perceived issues

Give student opportunities to voice their negative experiences without receiving any potential repercussions.

Faculty mentors to help other assistant faculty get through the tenure process

all faculty need to participate in this stuff, not just a few

require all faculty and staff to participate or listening to these discussions

Department-sponsored community events. Create a cohesive community across all tracks

Embracing intersectionality immediately

Openly acknowledge and address imposter syndrome

JEDI as part of faculty merit review

regular meetings

case study examples

+1 to introductory classes making students aware of resources in the department for mental health, bias reporting, bipoc mentorship, etc. Tools are only helpful if students are aware of them.

Holding faculty (yes, even tenured) accountable for failing to act on these issues within their own spheres of influence (classes, research team, research itself, etc.) Simultaneously, provide guidance for faculty unsure how to do that.

more faculty participation

place a higher priority on educating students

21%

Engagement

40

Responses

Responses

JEDI as part of tenure

Include more undergraduates in USAB

Require training, require faculty to address JEDI issues, do not rely only on volunteerism

Introductory classes should include a brief discussion about resources on campus (e.g., mental health)

Consider how engineering education can be ableist toward people with learning or mental disabilities and how that intersects with class and race

Using specific, accurate language when calling out racism. I often hear phrases like "everything going on" or "the current climate". It's okay to say racism.

help bring the students out of their own cliches

create a dashboard charting progress toward established goals

more flexible exam schedule would help working students, students with DRS needs, family issues, mental issues, covid stress, etc

regular meetings, this may be the first town hall, but I'm glad to see it (probably) won't be the last

+1 to address intersectionality immediately. It's not sufficient to say that will come later. Progress isn't progress unless the most marginalized are prioritized now.

Reinforce student's community and networking

Acknowledging instances of racism, sexism, etc..

+1 to faculty meeting transparency

Develop departmental policies for teaching practice that all are expected to comply with

rotate leadership positions to allow greater diversity of voices in "power"

Please suggest things the department is doing that you like.



Responses

26%

Engagement

58

Responses

Working with these issues now, and as a department, rather than just waiting on directions at the College or University level

gender neutral bathroom spaces

More open communication

Allowing students to have a louder voice

office hours is pretty awesome

+1 bathrooms

Many faculty and staff members have stepped up to listen and be engaged, and it is encouraging!

compensating individuals for their work - please work to continue down that path

Listening

finally pursuing the bathroom issue

student committees, continuing to improve communications

GSAB/USAB

making good faith efforts to listen and improve cee

Acknowledging they may not know the answer and are willing to learn and do the work

Being open to harsh criticisms

Taking the petition seriously!

Hearing different voices and opinions

Compensating students

Communicating

the toilets are just so important to fix

+1 faculty and staff training

trying to be more transparent

THE GSAB!!!!

Open discussions about what the department is doing about JEDI (e.g., the office hours!)

More transparent communication

eliminating GRE

+1 poll utilization and transparency

Removing GRE, the two upcoming classes, website revamp, all the things we've heard today.

Working on material changes

these town halls

acknowledging the problems and working towards solutions

student advisory groups

Meeting today

bathrooms!

Much improved communication

Continuing to teach engineering like it matters to the world-- because it does!

Responses

Keeping lab and field operations going with appropriate H&S plans during the pandemic.

Acknowledging where we are

Having these discussions and listening to groups within the department

All groups participating and sharing ideas today and in the future. This feels so much more like we the CEE than in years past

understanding our situation

+1 these town halls

honesty, and the quadrupling of funding to em ambassadors. we need more outreach programs immediately

This is infinitely better than the listening session

I personally enjoy the staff book club. I feel we're having productive and honest conversations about racism (and other oppression).

new classes on social justice

faculty and staff training

Having these town hall meetings. Answering poll questions and seeing live results. Also, showing us the resources available on our website.

creating the Grad and UG student advisory boards

Bringing on Khalid Kadir - this gonna be a tenure-track gig right?

JEDI meetings!

Taking the petition/ student group(s) seriously. Creating more formalized means of communication on these issues.

Beginning this journey towards more transparency

Compensating the student advisory board members for their time.

Townhall meetings; JEDI activities; student committees

Involve all faculty professor in this conversation

This is so refreshing relative to the listening session.

LOVE that CEE is taking the petition serious and works on improving the situation for all. of us.