



Well-being and DEIB in engineering

Engineering Ambassadors

February 19, 2024



**CARL R. ICE COLLEGE OF ENGINEERING
UNDERGRADUATE STATISTICS
FALL 2023**

Total Students = 2,783

17.9% Female

14.4% Multicultural*

79.9% Kansas

18% U.S. Non-Kansas

2.1% International (1. Kuwait and Paraguay, 3. Czech Republic, 4. Other)

*Multicultural includes Black, Hispanic, Hawaiian/Pacific Islander, Multiracial and Native American

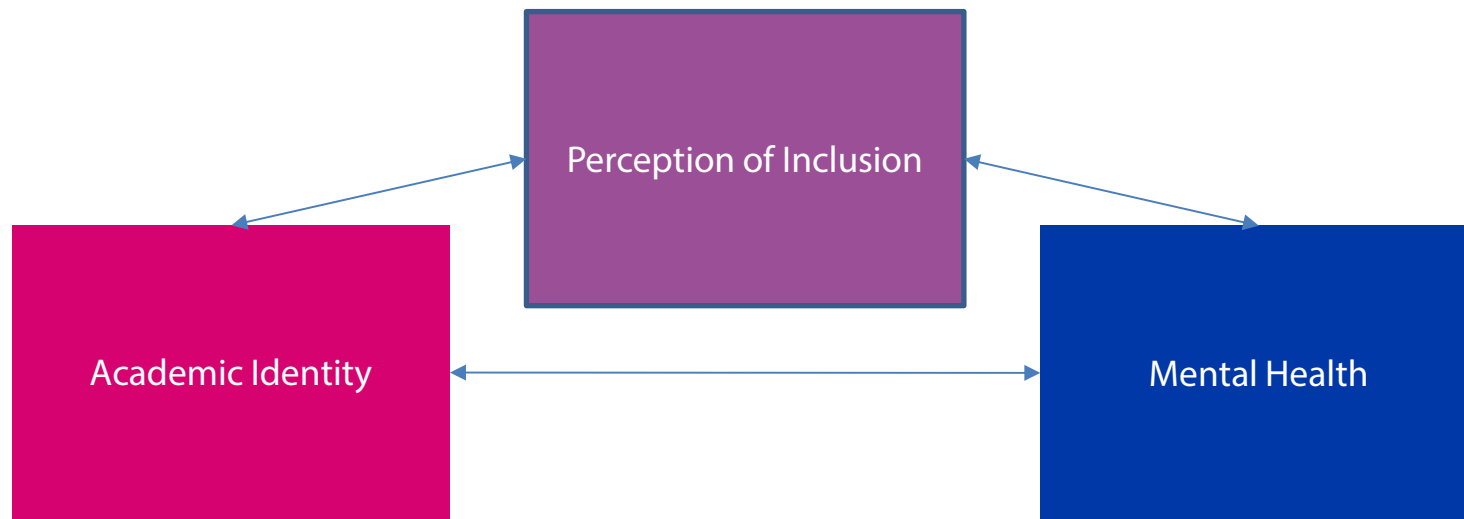
Source: <https://engg.k-state.edu/docs/college-data/fact-book.pdf>

Corporate lens

- Affinity groups and support networks
- Representation and visibility
 - Project teams, leadership, future employees
- Well-being of employees
 - Work-life balance
 - Flexible work schedules
 - Multiple work formats
- Employee identities

Corporate lens

- Transparency in equal pay and promotion
- Employee satisfaction
 - Retention
- Client satisfaction
- Company culture
- Impact in the community



Source: K.J. Jensen and K.J. Cross, "Engineering Stress Culture: Relationships among mental health, engineering identity, and sense of inclusion," JEE, 2021

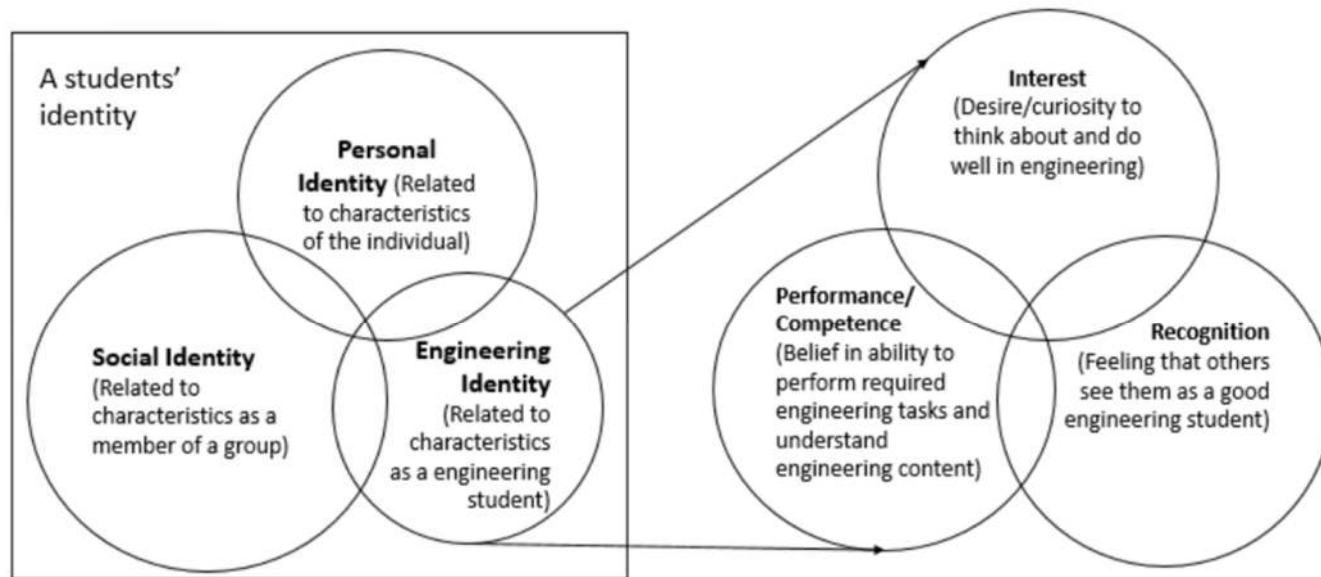
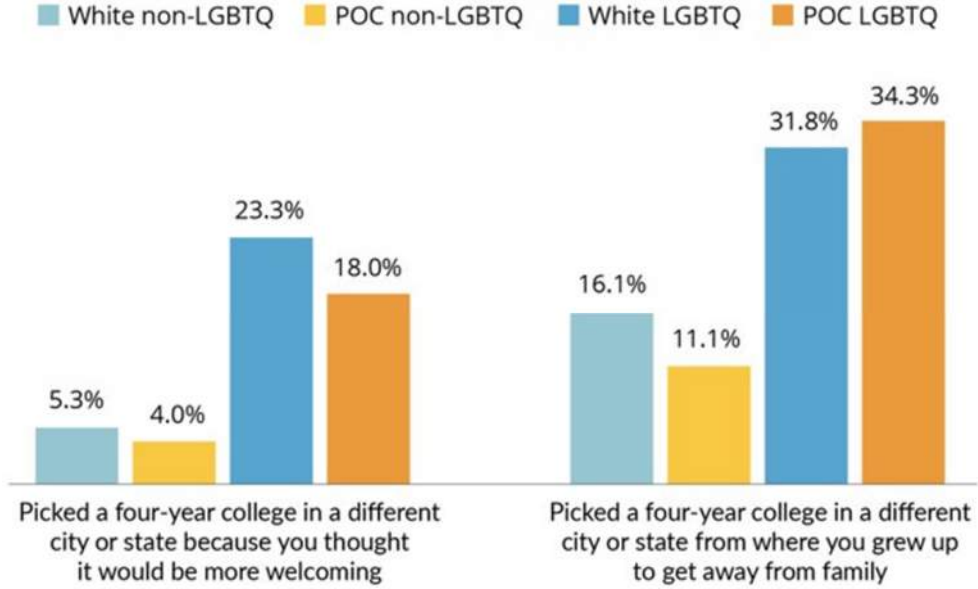


Figure 1. Framework for students' identification with engineering adapted from Hazari et al.¹⁶

Source: Godwin, A. "The Development of a Measure of Engineering Identity", 2016

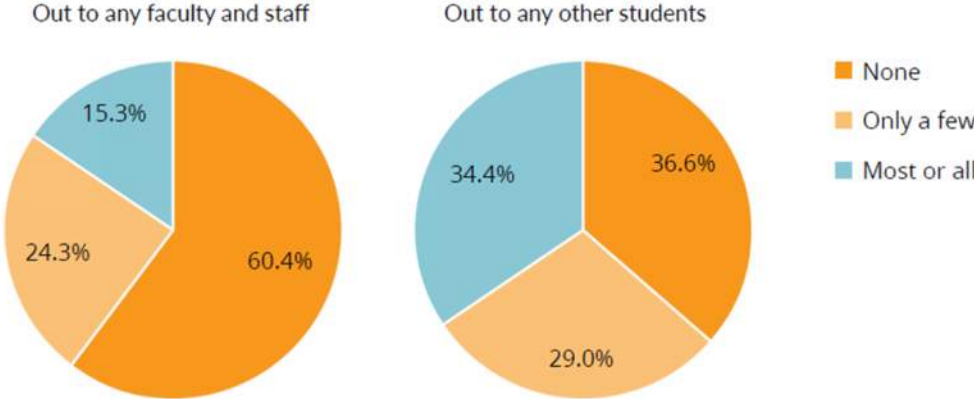


UCLA School of Law Williams Institute

Source: <https://williamsinstitute.law.ucla.edu/publications/lgbtq-colleges-grad-school/>



Outness to faculty, staff, and students while attending four-year college among LGBTQ adults ages 18-40 (N=361)



Source: <https://williamsinstitute.law.ucla.edu/publications/lgbtq-colleges-grad-school/>

Perceived acceptance by faculty and staff at four-year college among adults ages 18-40 (N=629)



Source: <https://williamsinstitute.law.ucla.edu/publications/lgbtq-colleges-grad-school/>

Careers



DIVERSITY, EQUITY & INCLUSION



THE STORY OF US

We are reforming our culture, not trying to fit in it.

We want to create a place that's open for all, where we can be safe, included and heard. We want to engage on who we are and what we could be. Together, we will define our next chapter.

Source: <https://www.burnsmcd.com/who-we-are/social-responsibility/diversity-equity-inclusion>

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Source: <https://www.bv.com/company/culture/diversity-equity-inclusion/>

Careers



DIVERSITY AND INCLUSION

Kiewit is committed to inclusive collaboration and excellence. We understand the value of community and what it means to support each other and our future employees. At Kiewit, every voice — every perspective — matters.

Source: https://kiewitcareers.kiewit.com/content/Diversity-and-Inclusion/?locale=en_US

Careers



DIVERSITY, INCLUSION & BELONGING

"At Textron, I believe we can be a place where people of all backgrounds and experiences work together to make great things happen. Perhaps more importantly, we can be a place where people want to be together. As a company, we will continue to take action to strengthen our efforts. We all have a role to play in making this happen."

Scott C. Donnelly
Chairman and
Chief Executive Officer



At Textron, we are committed to fostering an environment of respect and inclusion where every voice is heard and each employee has an opportunity to contribute and grow professionally. We attract, hire, develop and retain those who may fall within any spectrum of race, color, religion, sex, age, national and ethnic origin, marital status, veteran status, physical or mental disability, sexual orientation, gender identity and expression or any other dimension of diversity.

We believe that by employing highly talented and diverse employees who feel valued, respected and are able to contribute fully, we will improve performance, innovation, collaboration and employee retention. All of this contributes to stronger business results and reinforces our reputation as leaders in our industries and communities.

EXPANDING OUR DIVERSE WORKFORCE

To improve our outreach to diverse candidates, we have increased our recruiting efforts at Historically Black Colleges and Universities (HBCUs), enhanced our partnerships with diverse professional organizations and participated in diverse STEM conferences.

Here are some examples of our diversity initiatives in action in 2020:

- Textron executives, senior leaders and employees attended the Black Engineer of the Year (BEYA) STEM Conference. Textron also served as a sponsor of this conference.
- Textron increased participation with diversity organizations at its core schools by more than 60%, engaging with national student associations, such as the Society of Women Engineers, the National Society of Black Engineers and the Society of Hispanic Engineers.
- Textron focused our recruiting efforts for underrepresented minorities by engaging directly with HBCUs like Tuskegee University and North Carolina A&T State University and virtually attended six national diversity conferences:
 - Great Minds in STEM
 - Women of Color
 - Society of Asian Scientists and Engineers (SASE)
 - Hispanic Professional Engineers
 - HBCU Career Development Marketplace

Source: <https://www.textron.com/assets/CR/2020/DiversityInclusionBelonging.html>

Careers

GARMIN.

SMARTWATCHES SPORTS & FITNESS OUTDOOR RECREATION AUTOMOTIVE MARINE AVIATION SALE

Support Search Social

FREE GROUND SHIPPING ON ORDERS \$25 AND UP



CAREERS SEARCH JOBS LIFE AT GARMIN BENEFITS STUDENTS
CULTURE COMMUNITY DIVERSITY AND INCLUSION STEM OUTREACH

DIVERSITY AND INCLUSION

Garmin has customers from all walks of life, experiences and backgrounds. We believe it's important for our workforce to also be diverse and inclusive to build superior products and better serve our customers.

Source: <https://careers.garmin.com/diversity>

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HOME > CULTURE > DIVERSITY, EQUITY & INCLUSION



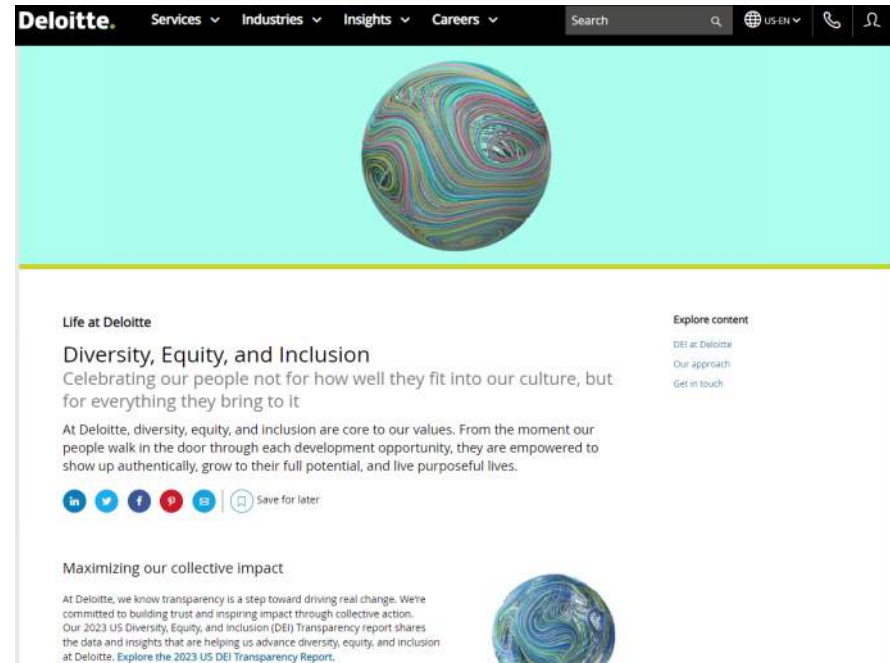
Diversity, Equity & Inclusion

Hallmark integrates diversity, equity and inclusion into every aspect of its business, including hiring, vendor relationships, product creation and creating a welcoming work environment. Equally important is promoting awareness in the community.

Starting with the Hall family and extending across Hallmark's portfolio of businesses, respect for all individuals is central to the company's work and the lives employees lead. An example of this being put into practice at the

Source: <https://corporate.hallmark.com/culture/hallmark-family/diversity-inclusion/>

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Life at Deloitte

Diversity, Equity, and Inclusion

Celebrating our people not for how well they fit into our culture, but for everything they bring to it

At Deloitte, diversity, equity, and inclusion are core to our values. From the moment our people walk in the door through each development opportunity, they are empowered to show up authentically, grow to their full potential, and live purposeful lives.

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Maximizing our collective impact

At Deloitte, we know transparency is a step toward driving real change. We're committed to building trust and inspiring impact through collective action. Our 2023 US Diversity, Equity, and Inclusion (DEI) Transparency report shares the data and insights that are helping us advance diversity, equity, and inclusion at Deloitte. [Explore the 2023 US DEI Transparency Report.](#)

Explore content

- [DEI at Deloitte](#)
- [Our approach](#)
- [Get in touch](#)

Source: <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/deloitte-inclusion.html>

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Honeywell

INDUSTRIES COMPANY NEWS CAREERS

Home > Inclusion & Diversity



Inclusion and Diversity (I&D) is a foundational principle at Honeywell, both because it's the right thing to do and because it is a fundamental enabler for our business. We actively recruit, develop and retain talent from diverse backgrounds and cultures who bring different experience, perspectives, abilities and ideas. We foster an inclusive environment in which all employees feel valued, respected and accepted.

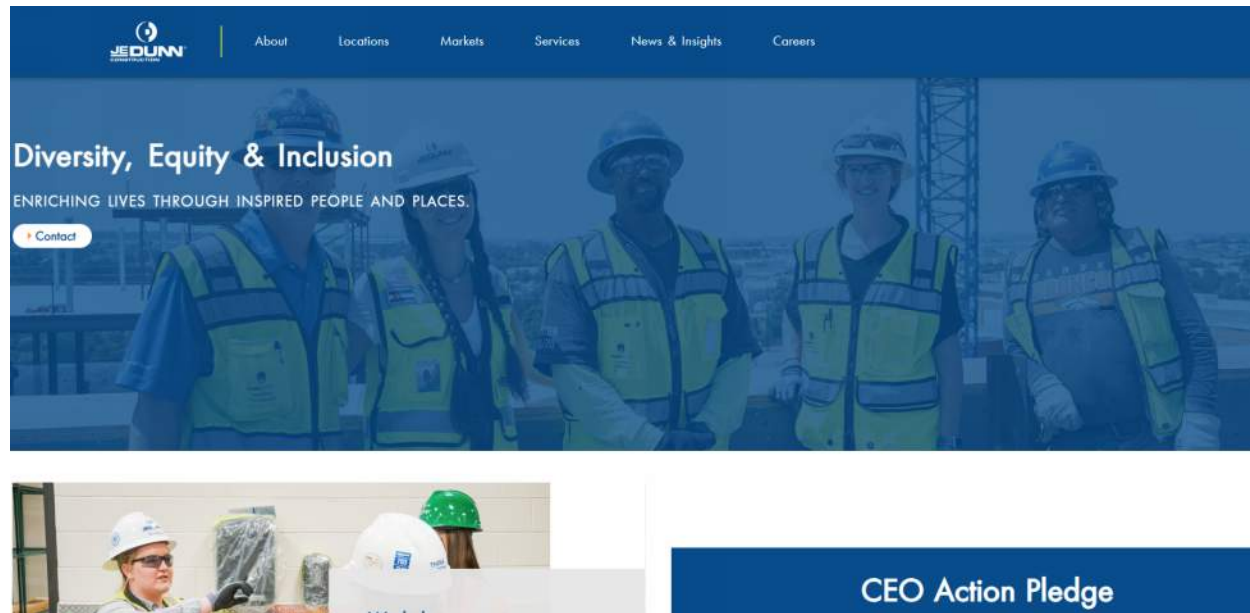
Inclusion and Diversity is more than a commitment to us, it is the way we work.

Source: <https://www.honeywell.com/us/en/company/inclusion-and-diversity>

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Source: <https://www.jedunn.com/who-we-are/diversity-equity-inclusion/>

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Inclusion & Diversity

We belong. Together.

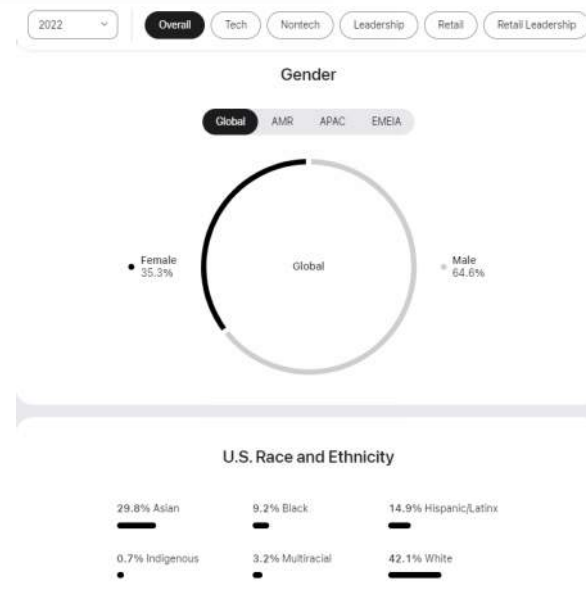
We're continuing to create a culture of inclusion, increasing representation across teams, and holding ourselves accountable at every level. Because belonging takes all of us.

We're continuing to build a culture where everybody belongs. That's what sparks our innovation. And our progress toward a more inclusive workforce and a better world.

Overall | Leadership

| | | | |
|---|---|---|--|
| ↑ 89% Increase in the number of female employees globally | ↑ 74% Increase in the number of employees from underrepresented communities (URC) in the U.S. | ↑ 71% Increase in the number of Black employees in the U.S. | ↑ 104% Increase in the number of Hispanic/Latino employees in the U.S. |
|---|---|---|--|

All data as of December 31st, 2021. Global diversity data. Excludes Apple Inc. employees in the U.S.



Source: <https://www.apple.com/diversity/>

Professional Societies



ASHRAE is committed to providing a welcoming environment. Our culture is one of inclusiveness, acknowledging the inherent value and dignity of everyone. We proactively pursue and celebrate diverse and inclusive communities understanding that doing so fuels better, more creative, and more thoughtful ideas, solutions and strategies for the Society and the communities our Society serves. We respect and welcome all people regardless of age, gender, ethnicity, physical appearance, thought styles, religion, nationality, socioeconomic status, belief systems, sexual orientation or education.

[Forums](#) [Accomplishments](#) [DEI ASHRAE Insights](#) [Member Resources](#) [Chapter Resources](#) [Women in ASHRAE](#)

Source: <https://www.ashrae.org/about/diversity-equity-and-inclusion-dei>



ASME is deeply committed to Diversity, Equity, and Inclusion in our global engineering community as we fulfill our mission. We celebrate the range of voices, perspectives, backgrounds, and experiences of our community to inspire others to join us. It is our conscious intention to promote diversity, equity, and inclusion in our programs, events, member outreach, learning and development opportunities, scholarships, publications, and communications, and to create safe spaces for groups and individuals to share concerns and discuss solutions.

ASME resources related to diversity, equity, and inclusion can be found on these pages:



[ASME's Diversity, Equity, and Inclusion Toolkit](#)
Resources for volunteers who want to advance diversity, equity, and inclusion in their units



[DEI News & Media](#)
The latest ASME articles, videos, and podcasts related to diversity, equity, and inclusion topics

Source: <https://www.asme.org/about-asme/diversity-and-inclusion>

University and college student organizations

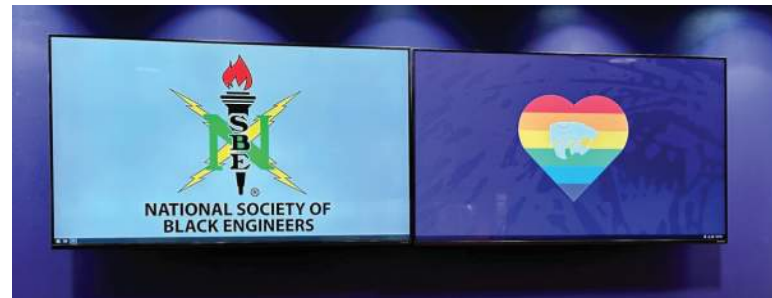




The Bandana Project (campus wide)

- Campus workshops led by students
- Ambassador and student group trainings
- Visible green bandana for students to learn how to recognize and respond to signs of distress in their peers





K-State Engineering strives to promote an inclusive environment for all students. There are many resources here for students to be successful.



Questions