



## ECE Diversity, Equity, and Inclusion Committee Newsletter

November 2023

### HELLO!

WELCOME to this month's issue of the ECE DEI Committee Newsletter! The committee was formed in October of 2020 to ensure that our department sustains a welcoming, encouraging, and equitable environment that recognizes, respects, and values differences.

### UPCOMING EVENTS

**FRIDAY, December 8, 2023:** The December ECE DEI Committee meeting is cancelled due to the department-wide end-of-semester lunch taking place that day—look for info coming soon via email and department signage! As part of this celebration, the DEI committee is sponsoring a collection drive for the [UR Food Pantry](#). The Food Pantry is dedicated to challenging the rising student food insecurity on campus by supporting and serving all students and postdocs at UR. If you are able, please bring non-perishable food, sealed and unopened toiletry or hygienic items, or new/gently used kitchen essentials to the lunch and drop them in the collection bin. For a list of specific items that the Food Pantry needs, please visit the [Food and Item Donations section](#) of their web pages.

**FRIDAY, January 12, 2024 and Friday, February 9, 2024:** [LGBTQ+ Safe Space Training](#) will be offered in 2 sessions during normal DEI Committee meeting times (noon in CSB 426B).



**FRIDAY, March 8, 2024:** ECE DEI Committee meeting, 12:00PM – 1:00PM, CSB 426. The UR student chapter of Out In Stem ([oSTEM](#)) will be providing a brief overview of their charter, and we'll discuss opportunities for collaboration.

### DIVERSITY SPOTLIGHT

TEN students from the [UR student chapter of the National Society of Black Engineers \(NSBE\)](#) attended the NSBE fall regional conference in Atlantic City, NJ in early November. Among those attending was AME senior Eldryn Steele. Eldryn provided the following report: "We were able to attend amazing workshop events such as resume bootcamps, which had industry professionals critiquing and giving resume advice, wellness and stress management, multiple engineering panels, and academic competitions such as the Academic Bowl and the NSBE debaters competition. Although we did not win the 1st place prize this time, we encourage participation and look forward to competing again. Aside from professional prep

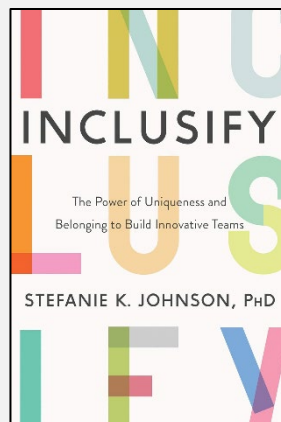


workshops and academic events, the UR chapter got to intimately connect with Merck Pharmaceuticals and Whiting-Turner Contracting. Many of our members also got to meet one-on-one with recruiters from Goldman Sachs, Schneider Electric, NASA, Raytheon, and Draper to give their elevator pitches with the chance of landing on-the-spot interviews, internships, and full time offers. Without the financial assistance of the Hajim School and Wilson Commons Student Activities, our chapter wouldn't have been able to attend this convention and many of our students would have missed out on amazing scholarship, internship, and job opportunities." Thanks, Eldryn, for the in-depth reporting, it sounds like a terrific conference!



## LENDING LIBRARY

Did you know that the department has a [DEI lending library](#)? There are several books available if you're interested in learning more about DEI. They are located in CSB 514 (Michele Foster's office). **If you have any suggestions for books that we might add to the collection, please let us know [here](#)!** Each newsletter, we'll highlight a book that's available. This month we feature *Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams* by Stefanie K. Johnson, PhD. In this Wall Street Journal bestseller, Dr. Johnson



outlines the transformative leadership skills needed to build truly diverse and inclusive teams which value team members' needs to belong while being themselves.

## WE NEED YOU!

THERE are many ways you can help advance our department DEI goals. Here are just a few:

- GET TO KNOW US: Visit our [web site](#) and take a look around. We share lots great of information and resources.
- JOIN: If you are interested in joining the ECE DEI committee, please reach out to one of our committee co-chairs, Evelyn Goldman ([evelyn.goldman@rochester.edu](mailto:evelyn.goldman@rochester.edu)) or Michael Heilemann ([mheilema@rochester.edu](mailto:mheilema@rochester.edu)) The committee meets on the second Friday of every month from 12:00P – 1:00P in CSB 426.
- ATTEND: The committee works hard on programming interesting events and training (with some great food 😊), we'd love to have you come learn with us!
- SHARE: We'd love to hear from you. Please share any comments, questions, concerns, or recommendations via our [inquiry form](#).

## OBSERVANCES

We'd like to acknowledge the following November / December observances.

- Nov. 1 – Nov. 31: American Indian Heritage Month
- November 7: Election Day in the US
- November 11: Veterans Day
- November 12: Diwali
- November 23: Thanksgiving Day
- November 24: Native American Heritage Day
- December 1: World AIDS Day
- December 7 – December 15: Hanukkah
- December 8: Bohdi Day
- December 10: Human Rights Day
- December 21: Yule / Winter Solstice
- December 25: Christmas
- December 26 – January 1: Kwanzaa
- December 31: New Year's Eve