



## ECE Diversity, Equity, and Inclusion Committee Newsletter

### October 2024

Volume 2, Issue 1

### 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.

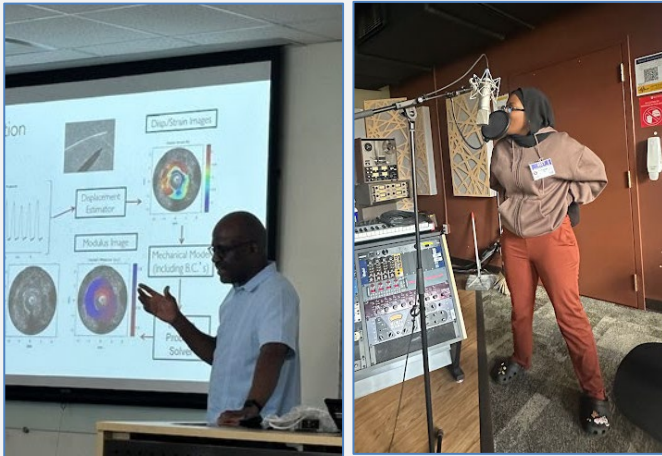
### RECENT EVENTS

**JULY 23-24, 2024:** ECE participated in the LLE's 2024 [Broad Exposure to Science and Technology \(BEST\) Research Program](#), which engages underrepresented Rochester Central School District high school students and teachers in various aspects of STEM. Prof. Heilemann and Tre DiPassio (PhD '23) organized two days of ECE programming. On the first day, Heilemann, DiPassio, ECE PhD students Ben Thompson and Jenna Rutowski, and Yunji Kim (AME '25) traveled to East High School to give lectures and demonstrations on audio, acoustics, and signal processing. The next day, the BEST students headed to the River Campus to learn about cutting edge research in the AME labs/studios, the Howard lab, and the Doyley lab. The BEST students were also able to connect with the [ECE REU](#) students over lunch and learn about this valuable program. ECE's first year of collaboration with the LLE BEST program was hugely successful. We are excited to have kicked off this community outreach and look forward to expanding our participation next summer. Marco Romo-Gonzalez, LLE engineer

and deputy diversity manager, commented "Though it was not a competition, many of the students ranked your demos as the best, or as the highlight of the program! We all just really enjoyed your contributions." Many thanks to all involved! More photos on the next page of the newsletter.



### MORE ECE/LLE BEST PHOTOS:



**OCTOBER 23, 2024:** Annually, a group of multicultural individuals and organizations recognize [Indigenous Peoples Day in Rochester](#). This year, the event was held on Monday, October 14. This day celebrates the heritage of the original peoples of Turtle Island, specifically the Seneca and other Haudenosaunee nations. This full day of programming included sunrise and sunset ceremonies, music and dance performances, food, and a wampum belt display. ECE supported this event by providing coffee, donuts, and cider for the volunteers. While the heavy morning rain moved the sunrise ceremony from Cobb Hills Park to the Genesee Waterways Center, spirits were still high throughout the day!



## UPCOMING EVENTS

**FRIDAY, November 1, 2024:** ECE DEI Committee meeting, 12:00PM – 1:00PM, CSB 426.

## DIVERSITY SPOTLIGHT

There are a number of DEI-centered learning opportunities available to faculty and staff that we'd like to highlight:

Registration is now available for LGBTQ+ Safe Space courses offered through the end of 2024. Available to all faculty and staff, session dates can be found by [searching within MyPath](#)



for the "Safe Space Playlist." Begin with the first course, "Part 1: Gaining Knowledge." Upon completion, employees can register for "Part 2: Creating Safety," paving the way to become a University LGBTQ+ Safe Space Champion. These classes are offered virtually at no cost. [Send an email with any questions.](#)

The Office of Human Resources' Learning and Development department, in collaboration with the Office of Equity and Inclusion, is pleased to introduce a new initiative known as DEI Content Anytime, accessible to all faculty and staff through MyPath and designed to provide ongoing learning opportunities centered around diversity, equity, and inclusion. This content is a range of materials, including podcasts, interactive micro-learning modules, and instructor-led trainings. Additionally, there will be opportunities to participate in departmental book clubs, enabling colleagues to engage in discussions and further their understanding of these important topics. [Watch a video](#) to learn more, or click on the image below to see the full list of DEI Content Anytime playlists.



On November 12, Bhaskar Pant '72 will be visiting UR and hosting a short workshop on Cultural Awareness and Communication open to all faculty and staff. You can register [here](#).

The Hajim School of Engineering and Applied Sciences, Academic Equity and OEI Welcome Bhaskar Pant, '72.

## CULTURAL COMMUNICATION WORKSHOP

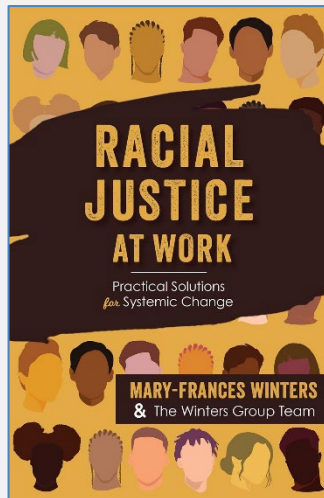
In this interactive seminar, Bhaskar Pant '72, Executive Director of MIT Professional Education and a globally-experienced instructor in intercultural communication, will make you aware of visible and invisible cultural differences that can dramatically impact communication between people of different cultures. You will learn about two primary groups of culture in the world, along with their traits and characteristics, to allow you to better understand and deal with culturally-driven behavioral differences you may encounter at work and elsewhere. You will learn about your own "cultural behavior" and how it may be perceived by individuals from other cultures. You will discover that language and culture are interconnected, and even though we are bonded by a common language of English, certain expressions don't travel too well across cultures. Pant will conclude his presentation by providing tips for minimizing intercultural misunderstandings and enhancing your personal intercultural effectiveness.

12 November, 2024  
01:00 PM - 02:30 PM  
Hawkins Carlson Room

RSVP by October 31, 2024  
<https://forms.office.com>

## LENDING LIBRARY

Did you know that the department has a [DEI lending library](#)? There are several books and a periodical 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](#)! This issue, we'd like to feature a book from our library titled *Racial Justice at Work: Practical Solutions for Systemic Change* by Mary-Frances Winters, et al. Creating justice-centered organizations is the next frontier in DEI. This book shows how to go beyond compliance to address harm, share power, and create equity by offering strategic advice on how to adopt a justice mindset, anticipate and address resistance, shift power dynamics, and create a psychologically safe organizational culture.



## 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 for the 2024-2025 academic year, 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@ur.rochester.edu](mailto:mheilema@ur.rochester.edu)) The committee meets on the first 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](#).

## HOLIDAY OBSERVANCES

WE'D like to acknowledge the following October / November observances.

- Oct. 1 – Oct. 31: LGBTQ+ History Month
- October 2-4: Rosh Hashanah
- October 3-12: Navaratri
- October 11-12: Yom Kippur
- October 14: Indigenous Peoples Day
- October 16-23: Sukkot
- October 23-25: Shemini Atzeret
- October 24-25: Simchat Torah
- October 29: Dhanteras
- October 31 - November 1: Diwali
- October 31: Halloween
- October 31 - November 1: Samhain
- Nov. 1 – Nov. 31: American Indian Heritage Month
- November 2: Birth of Báb
- November 3: Birth of Baha'u'llah
- November 5: Election Day in the US
- November 11: Veterans Day
- November 28: Thanksgiving Day
- November 29: Native American Heritage Day