



## ECE Diversity, Equity, and Inclusion Committee Newsletter

November 2024

Volume 2, Issue 2

### 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

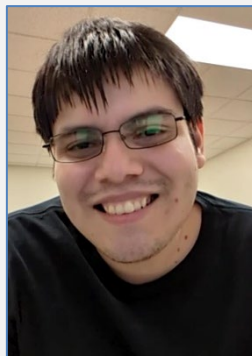
**FRIDAY, December 6, 2024:** ECE DEI Committee meeting, 12:00PM – 1:00PM, CSB 426.

**WEDNESDAY, December 11, 2024:** The ECE DEI Committee will sponsor 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. The drive will kick off at the ECE Holiday Luncheon on December 11 (look for details coming soon!) and continue through December 13. Last year, our inaugural collection was a big success with 87 food items donated, let's beat that number this year!



### DIVERSITY SPOTLIGHT

ECE Assistant Professor and DEI committee member Irving Barron was selected as a Fellow for the [iREDEFINE Workshop](#) held in Tuscon, AZ last March. iREDEFINE, or Impact: Redefining Electrical and Computer Engineering



Faculty, is an NSF-sponsored workshop designed to increase the number of women and under-represented minorities among the faculty in ECE departments. iREDEFINE is held in parallel with the annual meeting of the Electrical and Computer Engineering Department Heads Association (ECEDHA) Annual Conference & ECExpo. Selected Fellows have dedicated programming designed to encourage and facilitate their path into academia. The close ties with ECEDHA provide a unique opportunity for the iREDEFINE Fellows to also attend general ECEDHA sessions, present their research to department chairs, and participate in mock interviews. Irving highly recommends this conference to ECE graduate students, stating that “the most valuable part was gaining insights into how other iREDEFINE fellows navigate their graduate studies. I learned about their challenges, struggles, and the strategies they used to overcome obstacles and succeed as ECE students. The workshop also provides valuable insights into careers in academia, including both tenure-track and instructional-track positions. If you are curious about what a future in academia might look like and how to begin that journey, the iREDEFINE Workshop is an excellent opportunity.” Next year's workshop will take place March 22-23, 2025 in Norfolk, VA. iREDEFINE Fellows receive a professional development grant (up to \$2000) to cover attendance expenses. Please click on the image to the right to learn more!



**iREDEFINE**

**2025 Call for Applications**

Graduate Students are invited to apply to participate in Impact: Redefining Electrical and Computer Engineering Faculty (iREDEFINE), an NSF-sponsored workshop designed to increase the number of women and underrepresented minorities (W/URMs) among the faculty in ECE departments.

**Applications Due: December 2, 2024**  
**Students Notified: January 22, 2025**



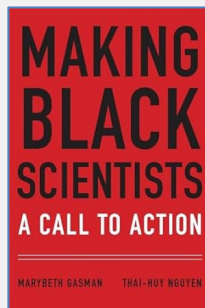

**ECEDHA**



Aakanksha Dutta (GIDS '26), the ECE Office and Marketing Assistant, was selected to attend the Grace Hopper Celebration (GHC), which took place in Philadelphia, PA in October. GHC is a series of conferences designed to bring the research and career interests of women in computing to the forefront. It is the world's largest gathering of women and non-binary technologists. The tech conference, named after computer scientist Grace Hopper, is organized by the Anita Borg Institute for Women and Technology. Aakanksha had this to say about her participation: "GHC 2024 was a pivotal experience for my professional growth, allowing me to reconnect with Rewriting the Code, meet a mentor, and secure interviews with three companies. Attending the exclusive Women in Quant dinner with Jane Street, DE Shaw, Optiver, and SIG was unforgettable, as conversations with exceptional women reaffirmed my career aspirations in tech."

## 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 *Making Black Scientists: A Call to Action* by Marybeth Gasman and Nguyen Thai-Huy. Gasman and Nguyen explore ten innovative schools that have increased the number of black students studying science and improved those students' performance. They reveal the secrets to these



institutions' striking successes and show how other colleges and universities can follow their lead. The result is a bold new agenda for institutions that want to better serve African American students.

## 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.

- 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
- December 1: World AIDS Day
- December 8: Bohdi Day
- December 10: Human Rights Day
- December 21: Yule / Winter Solstice
- December 25: Christmas
- December 26 – January 2: Hanukkah
- December 26 – January 1: Kwanzaa
- December 31: New Year's Eve