

## Fostering Diversity and Inclusion in Engineering Education: growing the AAEE Special Interest Group

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**WORKSHOP MODE:** This workshop will be facilitated **in-person**.

### OVERVIEW OF WORKSHOP

The AAEE Special Interest Group (SIG) on Diversity and Inclusion aims to bring together members of the AAEE community interested in inclusive practices in engineering education. Historically our focus was on gender diversity, and specifically on women in engineering. A recent AAEE funded grant has explicitly broadened our inclusion focus beyond gender and women (Brown, Cheng & Whelan, 2021) to recognise that there are people from other marginalised identities absent from our profession. Intersectionality impacts also mean that any efforts to address diversity and inclusion must move away from a focus on deficits or absence and into the creation of inclusive cultures that foster belonging. The purpose of this workshop is to develop a shared leadership approach to the SIG, by inviting anyone wanting to act towards diversity and inclusion to step forward and take on responsibility for leading actions to achieve the objectives of the SIG. As Kezar & Holcombe (2017) note “shared forms of leadership dispense with the idea of a leader/follower binary, maximizing the contributions many more individuals can make to solving difficult problems”.

### ACTIVITIES

This workshop will involve phases of collaborative, participant activity in structured thinking and sharing cycles incorporating: (1) Why? What? How? Sharing the SIG objectives, connecting to participant purpose and focus, (2) Opening & exploring possibilities for action together (3) Prioritising and leadership: plotting the impact & effort matrix, (4) Committing to Action Leadership.

### TARGET AUDIENCE

This workshop targets those who want to be a part of the Diversity and Inclusion SIG and to act towards creating inclusive cultures within our engineering education community.

### OUTCOMES

Connections with other like-minded educators & researchers; the development of a community committed to action.

### REFERENCES

Brown, N., Cheng, E., & Whelan, K. (2021). Developing intersectional inclusion capability in engineering students. In *9th Research in Engineering Education Symposium (REES 2021) and 32nd Australasian Association for Engineering Education Conference (REES AAEE 2021)*. Perth.

Kezar, A. J., & Holcombe, E. M. (2017). Shared leadership in higher education. *Washington, DC: American Council on Education*, 1-36. Retrieved from: <https://www.acenet.edu/Documents/Shared-Leadership-in-Higher-Education.pdf> 4 August 2023.

### KEYWORDS

Diversity, Inclusion, Equity.

### PRESENTERS' BACKGROUNDS

Karen Whelan is Associate Dean, Learning and Teaching at QUT, a member of the AAEE Grant team on developing integrated inclusion capability, and currently completing a PhD at Lancaster University, UK, on the ways in which engineering educator conceptions of the profession and gender influence their approaches to learning, teaching, and assessment. Karen is currently Chair of the Engineers Australia Women in Engineering QLD Branch Committee. She is the interim lead for the AAEE Diversity & Inclusion SIG.