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## Woman To Woman, March 2017 Edition

1 message

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## March 2017 Edition

#TechInService2Society



The Women in Engineering, Science, Technology and Math (WESTM) initiative at School of Engineering consist of administrators and faculty members at NYU Tandon School of Engineering committed to the advancement of women in STEM. The goal of WESTM is to: increase recruitment, retention, and success of women through a wide range of programs, services and activities geared towards building a supportive environment of and for women; and cultivate and showcase women to be leaders in the transformation of Science, Technology, Engineering and Math locally and globally.

To date, WESTM has spearheaded many new initiatives including the Women in Engineering, Science, Technology, and Math Explorations Community, the WoMentorship Program and the Women to Women Newsletter. To find out more about SOE's efforts to attract a new generation of bright, curious women to the vital, life-changing field of science, technology, engineering, and math (STEM) and end the gender gap in STEM studies, visit the NYU Tandon School of Engineering [Women in Engineering](#) site.

## Community Updates

### Professors Learn Best Practices for Recruiting Diverse Faculty



The Tandon School of Engineering works hard to create a welcoming environment for diverse students, faculty and staff. One key factor is to make sure that students have the opportunity to learn from a diverse faculty—including women and underrepresented minority professors.

This month, Tandon faculty participated in a workshop on best practices for recruiting diverse faculty members. The workshop was led by Susan Metz, Executive Director of Diversity and Inclusion and senior research associate at Stevens Institute of Technology. Professor Metz is a national expert on women and diversity in engineering and STEM. In the workshop, Tandon faculty discussed the issue of unconscious bias, and how bias can work against hiring women and under represented minority faculty members. Workshop participants discussed best practices for overcoming unconscious bias in the hiring process. Strategies include actively recruiting a diverse pool of applicants whenever a search is conducted for a new faculty member, and making sure that faculty candidates have a positive and welcoming experience when they visit the campus for interviews. The workshop was a useful opportunity for faculty members to discuss what works and what doesn't in the hiring process, and to consider new ideas for how to increase faculty diversity in Tandon.

## **Undergraduate Summer Research Program Information Session and Panel Discussion**



On February 23rd, the Women in Engineering, Science, Technology, and Math (WESTM) Initiative at NYU Tandon School of Engineering sponsored a Summer Undergraduate Research Program Information Session and Panel Discussion for Women. The workshop focused on providing students with information regarding the summer research opportunities available, program components, expectations, and the application process. During the event, there was also a panel of amazing Summer Undergraduate Research Program participants, Shuyuan Luo, Raisa Rabbani, Magdalena Sawicka, and Cindy Zhang, who talked about their experiences, gave wonderful advice, and answered students questions regarding the program.

## **NYU Tandon Focus Groups Spring 2017**

On February 16th, the Women in Engineering, Science, Technology and Math (WESTM) Initiative at NYU Tandon School of Engineering conducted focus groups to get a sense of the climate for women at Tandon. During the focus groups our moderators asked students questions regarding their thoughts and experiences in and outside of the classroom at Tandon. The purpose of the focus groups was to use the feedback provided to inform Tandon's decisions regarding initiatives to promote diversity and inclusion. The turnout for the for the focus groups was great and we would like to thank all of the participants for sharing their thoughts and experiences in such an articulate

and honest manner! The feedback provided will go a long way in helping to further enhance the climate at Tandon!

## NYU Women in STEM Summit 2017



At NYU Tandon we are committed to building a culture that respects and embraces gender diversity inclusion and equity. Hosted by NYU Tandon Student Affairs, the sixth annual Women in STEM Summit: Technology in Service to Society celebrated the accomplishments of female faculty, industry leaders, students, and alumni in tech focusing on service for humanity. The Summit featured three programs: a roundtable workshop for our male students on how to be a better ally to women in STEM, a panel focusing on conducting research and using technology for the good of mankind, and a keynote by Professor Kris Day of the Department of Technology, Culture, and Society that highlighted the incredible work of our own Tandon female faculty. For more highlights from the Summit, be sure to check out the Tandon Facebook album!

Professor Jin Montclare featured in Marvel's Unstoppable Wasp

## Upcoming Events: Current Students

### Wasserman Center for Career Development Updates

TorchTalks: "Shattering Your Glass Ceiling"

#### March 30, 12 PM - 2 PM | Wasserman Center (133 E 13th St. 2nd Floor)

Ever feel like there's a glass ceiling above you preventing you from being your best self personally or professionally? Through personal anecdotes and innovative ideas, successful female professionals who have shattered their own glass ceiling will impart their knowledge with NYU students during this dynamic series of short talks modeled after "Ted Talks". This program is part of the Wasserman Center's Women's Herstory Month series. Light refreshments and snacks will be provided! [RSVP](#)

### 2nd Annual NYC ACM Celebration of Women in Computing

**Friday, March 31 8 AM - 6 PM**

**Google HQ 111 Eighth Avenue**

Tickets are only \$10 and include breakfast & lunch

The "2nd Annual NYC ACM Celebration of Women in Computing" is a one-day conference featuring panel discussions, hands-on workshops, and networking opportunities for undergraduate women studying computer science. Students will learn and be inspired by a carefully curated selection of speakers and experts; explore

potential career paths; explore trends and software being used in industry; and expand their personal networks by meeting peers and industry professionals.

[More Details and RSVP](#) (Code to access tickets is "StudentVIP")

## NYU Tandon Engineering History

### Who Goes to Engineering School?

The promotional brochure for the Polytechnic Institute of Brooklyn's centennial year, 1954, was titled, "Polytechnic's Cornerstone of Strength...MEN." Each page of the brochure goes on to explain Polytechnic's history and virtues with similar framing: "Men built Polytechnic," "Men at Polytechnic study hard," "Men are the strength of Polytechnic." This insistence on men being the sole contributors to Poly's success is somewhat ironic, given that the Institute never would have been founded without a woman. After a fire destroyed the Brooklyn Female Academy, local resident Harriet Packer pledged \$65,000 to re-establish the Academy as the Packer Institute, but only on the condition that the former stockholders established a similar institution for young men. This institution for men, founded in 1854, was the Brooklyn Collegiate and Polytechnic Institute, which is now the NYU Tandon School of Engineering. Not only did a woman play an important role in the founding of our school, one of our most notable former students was Gertrude Elion, a graduate student in the 1940s, who was later awarded the Nobel Prize in Physiology or Medicine in 1988. The 1954 brochure, marketing the school to potential future students, never explicitly states that women cannot attend, but the heavy-handed emphasis on men and the complete omission of women doesn't leave much room to imagine engineering school as a place for women either.



By the 1970s, our school, newly re-named the Polytechnic Institute of New York after a merger with NYU, issued a new brochure, one that specifically targeted women. The brochure, titled *A Woman's World*, begins by stating, "Women who have a natural affinity for working out problems, who like to create in practical ways, who have an aptitude in math and science, and who are interested in social problems will find in engineering and science an exciting and challenging career to pursue." This is starting to sound much better! Women are actually acknowledged as potential engineers and as people who may possess skillsets in math, science, and problem solving. But, before we start cheering that the 1970s brochure has solved women's equality in engineering, read on: "An especially brilliant mind is not a necessity for a woman who wants to enter engineering and science because these require no more intelligence than any other profession." That's a pretty quick jump to the assumption that women are discouraged to apply to engineering programs, not because of negative or hostile social factors (or marketing), but because they are worried they lack the required intellect of an engineer. The brochure also has sections titled "Career & Marriage" and "Feminine Versus Masculine." Although today the brochure is dated and, at times, patronizing, it is certainly a step forward from the 1954 brochure. Rather than women being removed entirely from the engineering world, they are actively marketed to as potential engineering students.

As we celebrate women's history month this March, we should reflect on the generations of women engineers who have come before us and we should strive understand the obstacles they faced in obtaining their degrees. Reviewing brochures from decades ago may help us to think more critically not only about the past, but also about the way we are marketed to today. Even today, with many positive initiatives focused on inclusivity, we should still look around and ask ourselves: Who goes to engineering school?

If you are **not** a member of the NYU Tandon community and wish to be removed from this mailing list, please email [Robert.Niesen@nyu.edu](mailto:Robert.Niesen@nyu.edu).

