

Programmatic Goals

- Diversify the national engineering faculty population by positively impacting early-career women in Electrical Engineering and Computer Science (EECS) and early-career underrepresented minority (URM) women in Engineering who are interested in faculty careers.
- Empower participants with a stronger sense of career self-efficacy and sense of belonging through a combination of symposia, peer networks, and other support structures over a two-year period.
- Adapt, articulate, and disseminate an existing professional development model to support the persistence and advancement of underrepresented groups in engineering faculty careers.

Research Goals

- Use ethnography to study (i) individual and group values, politics, and practices of change-agents in the NSF ADVANCE community; (ii) differences in social identities and disciplines of both organizers and participants; and (iii) feminist strategies to facilitate consciousness-raising and transformative leadership in STEM.

LATTICE Ethnographic Research

The main research question we worked to answer during the first 18 months of this project (Phase I) was:

How do the organizers remain attentive to, negotiate, and effectively work across differences in social identities and disciplines?

DATA COLLECTION:

- 15 interviews
- 85 hours of participant observation
- Member-checking (to strengthen internal validity and include all group members' voices and perspectives)

PHASE I FINDINGS:

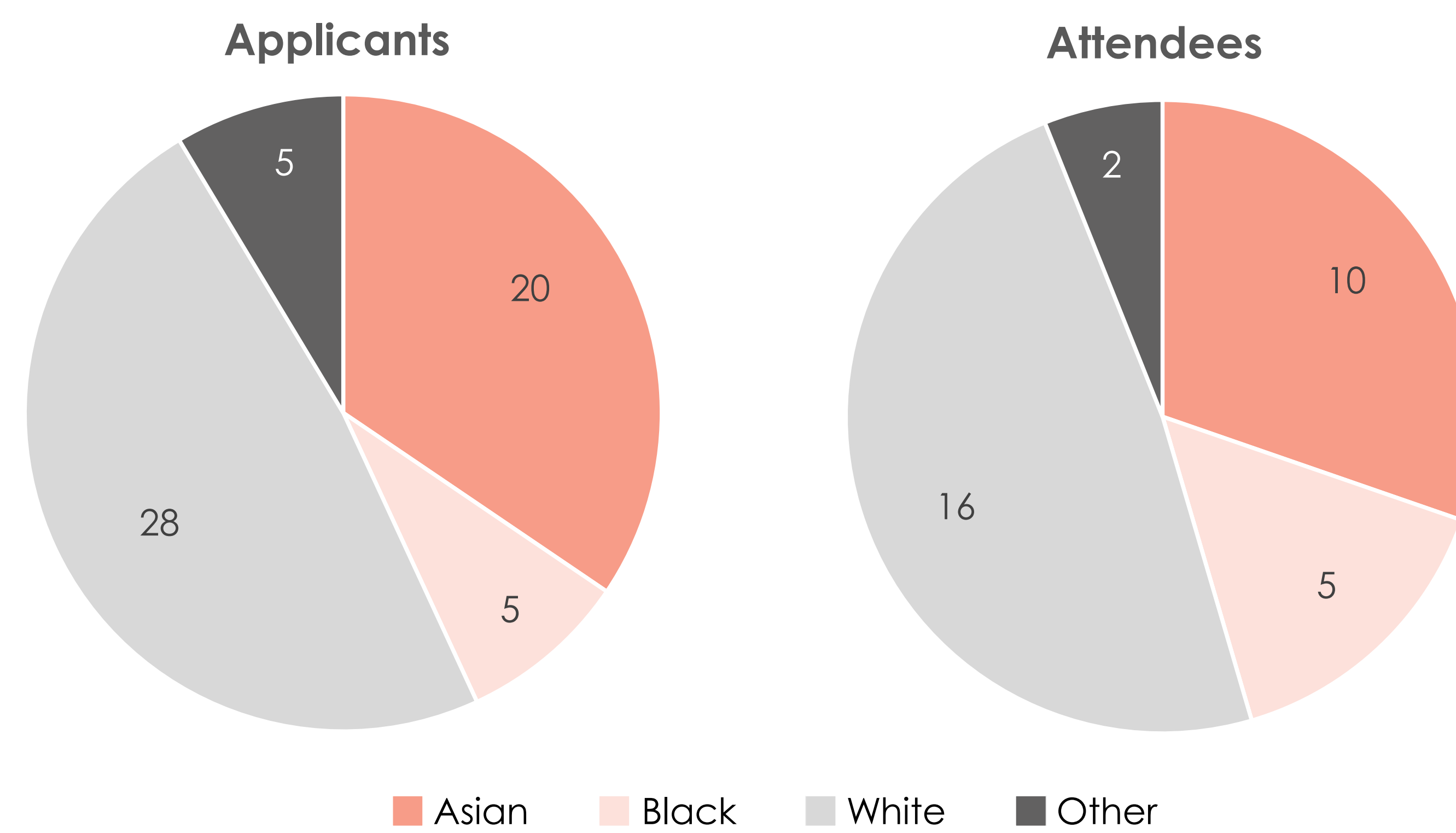
One of the unique elements of the LATTICE project is the intentional **blurring of professional and personal identities** in order to foster feelings of trust and respect to contribute to catalyzing inclusive culture in engineering. A key value of the LATTICE symposium was to emphasize the importance of women's "whole selves" to their professional success and persistence.

We identified three main strategies that organizers used to achieve this in their social change work:

1. Semantic Consensus Building
2. Storytelling
3. Validating Perspectives

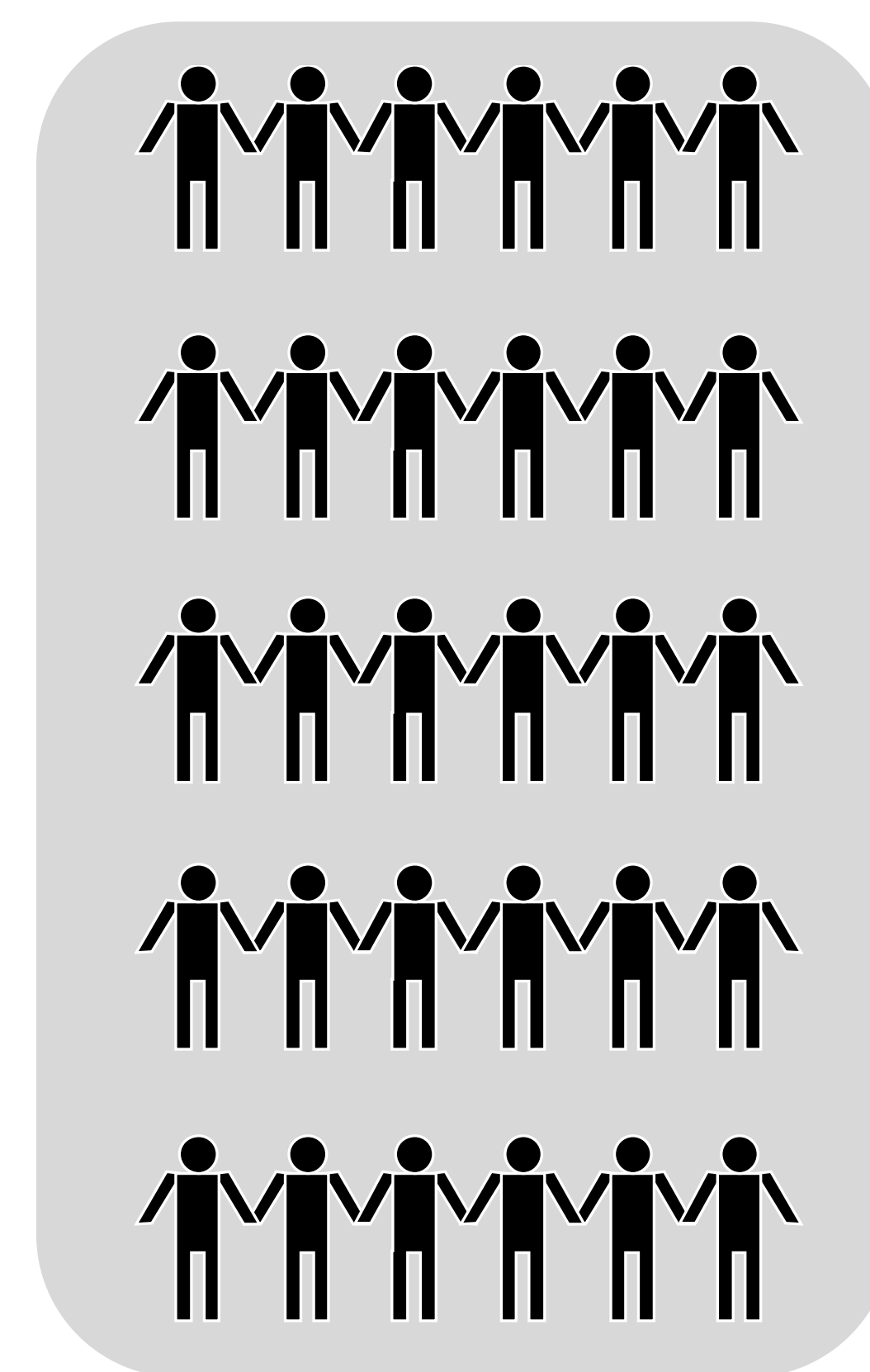
LATTICE I

Applicants by Race

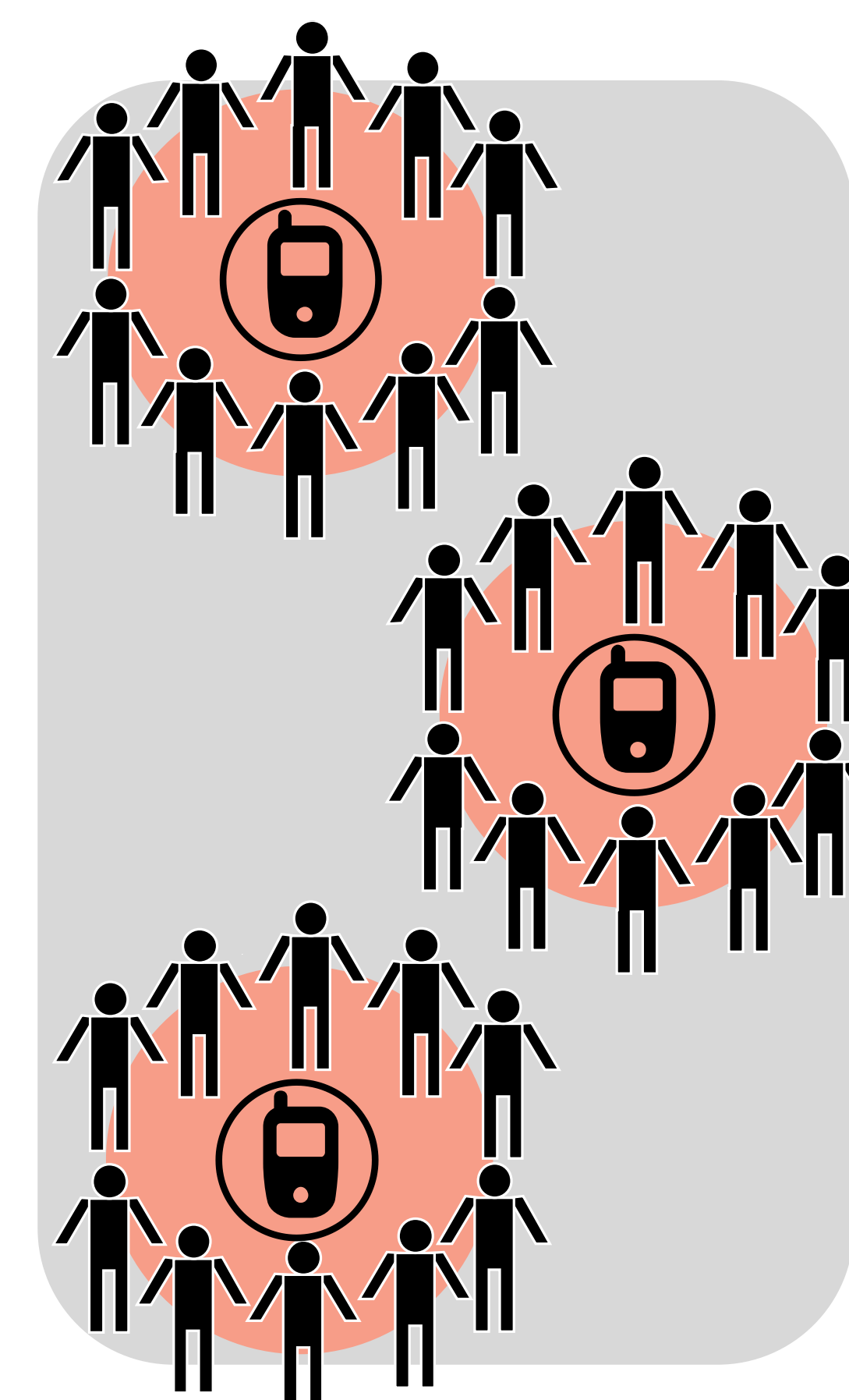


Cohort Activities:

- 30 early-career EE/CS PhDs comprise the first LATTICE Cohort. The Symposium was held May 18 – 21, 2017, outside of Seattle, WA. Following the symposium, participants formed peer mentoring circles.



Symposium



Mentoring Circles

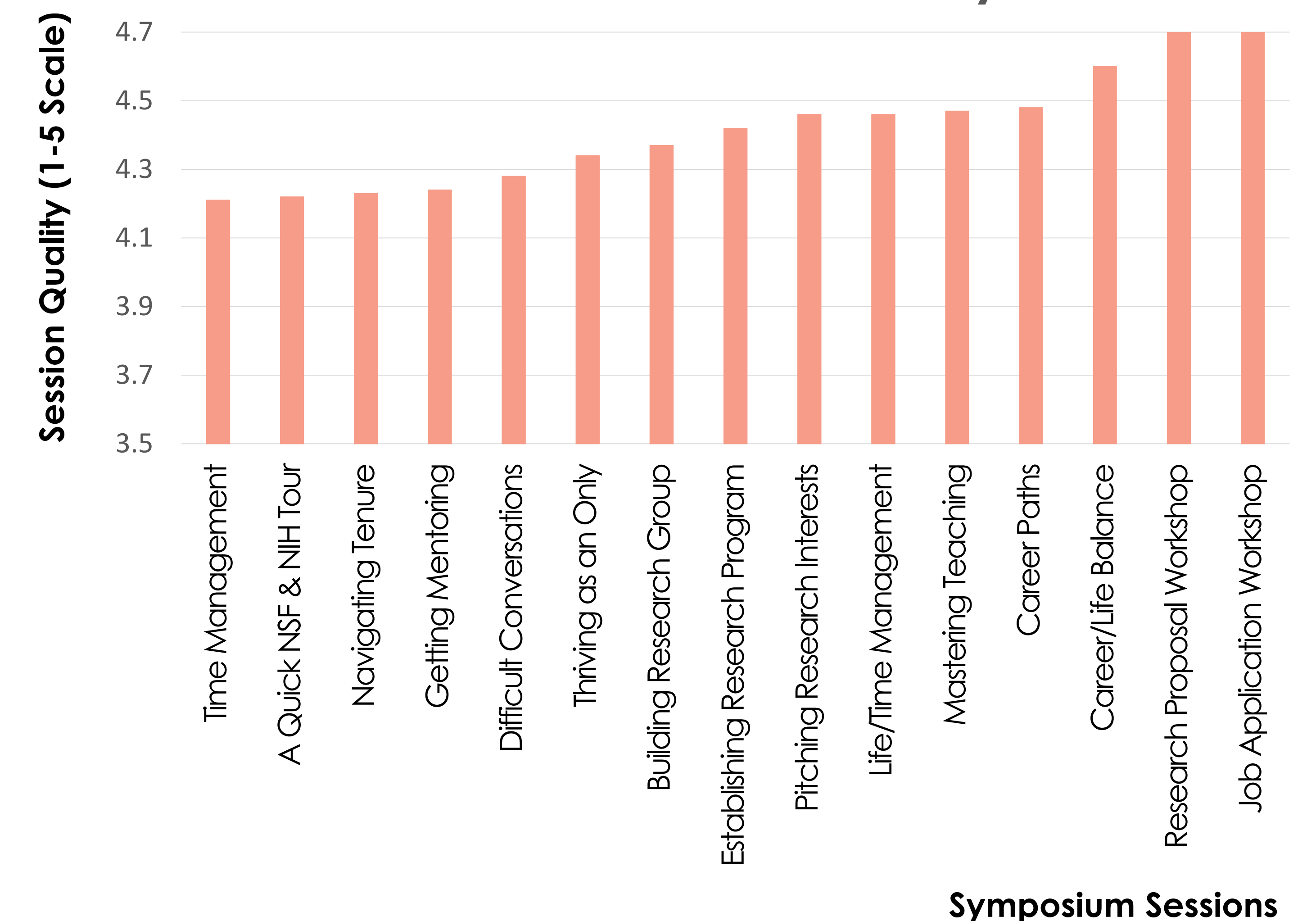


One of the most valuable parts of the symposium is the freedom to express your experiences without being judged, because no one is from your dept/institution. Also to see that struggles and doubts and other maybe negative experiences do not make you a bad academic, just a real academic. So I go back with a higher confidence, ownership, and strength.

- 2017 LATTICE Participant



Overall Session Quality



Symposium Impact:

- 100% of respondents would recommend the symposium to others.
- The symposium **EXCEEDED EXPECTATIONS**.
- Panelists and participants alike reported feeling **REJUVENATED** and **RECOMMITTED** to their work and scientific community.
- Many attendees anticipate the symposium experience will continue to **SHAPE THEIR CAREERS** for years to come.

LATTICE II will be in 2019

Target Audience:
Early-Career URM Women in Engineering

