Programmatic Goal:
Adapt, and disseminate an existing professional development model to support the persistence and advancement of underrepresented groups in engineering interested in 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 organizers and participants; and iii) feminist strategies to facilitate consciousness-raising and transformative leadership in STEM.

Target Audience:
LATTICE I - Early-Career Women in Electrical Engineering & Computer Science, May 2017
LATTICE II - Early Career Women of Color in Engineering, 2019

Impact of LATTICE Symposium I:
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.

“One of the most valuable [things about LATTICE] 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.”
- LATTICE Participant

Respondents were asked to rank each session on overall experience on a 5-point scale ranging from poor (1) to excellent (5).

GOALS

IMPACTS