Welcome to the 2016 WEPAN Change Leader Forum! The forum provides an annual venue that joins together leading experts with new partners who share a vision to advance culture change, engage and retain diverse communities of women in higher education and the workplace.

This year, the forum will once again be structured around the “Framework for Promoting Gender Equity in Organizations” which describes four approaches that organizations can adopt to promote gender equity. The Four Frames provide different perspectives on pathways to achieving gender equity, but ultimately conclude that the complexities of organizational cultures play a significant role in sustaining the desired change. This research suggests that substantial culture change in engineering will require a broader spectrum of partners working at multiple levels. The Change Leader Forum will focus on this intentional rebuilding of the culture in engineering education and the engineering workforce.

The Forum also features the WEPAN Showcase, Newcomer’s Breakfast, popular High-5 Talks, the WEPAN Awards Ceremony, and a variety of engaging sessions.

Nationally renowned plenaries this year include:

- An expert panel on “Title IX on the Playing Field and All Across Campus: Preventing Title IX Harassment in Engineering”
- Brenda Allen, Ph.D. on “Celebrating Difference at the Intersection of Race and Gender in Engineering”
- Abigail Stewart, Ph.D. on “Institutional Transformation: The Process of Change”
- An expert corporate panel on “Workplace Cultures Engineering Graduates Can Expect”
- An expert panel on “Creating and Sustaining Inclusive & Diverse Cultures in Engineering Departments”

For the second year, the Forum Planning Committee is thrilled to announce that Thomson Reuters has generously offered WEPAN the use of the interactive Convene App for the Forum program/schedule! Convene provides an easy-to-use format for accessing information about the 2016 Change Leader Forum. In a single mobile app (iOS, Android, HTML5), you will find the complete agenda, speaker bios, information on Forum sponsors, links to social media, and the opportunity to connect with other attendees.

Special thanks to the 2016 Planning Committee members for their leadership: Co-chairs Meltem Erol and Taylor Shire and Jennifer Groh, WEPAN Board Liaison.

Last, but not least, thank YOU for all you do to amplify the inclusion of women in engineering. WEPAN is honored to name you a trusted partner.

Mary C. Juhas, Ph.D.
WEPAN 2015-16 President
Associate Vice President, Office of Research Ohio State ADVANCE
Clinical Professor, Materials Science & Engineering The Ohio State University
## Schedule at a Glance

### Monday, June 13, 2016

**Board of Directors Meeting** — 8:00am - 5:00pm - Pine

### Tuesday, June 14, 2016

**WEPAN Forum Registration Desk Open** — 8:00am - 4:00pm — Atrium

**Conference Welcome & Kickoff Plenary** — 2:00pm-3:00pm — Interlocken B

*Preventing Title IX Harassment in Engineering:* Kellie Brennan, The Ohio State University; Sandra Roesti, US Department of Education; Teresa Wroe, University of Colorado, Boulder; Nicole Nieto, The Ohio State University

**Tuesday Session 1** — 3:15pm-4:15pm

- **Disability in Diversity**
  - Frame 3: Workshop
  - Penn State Engineering Mentoring for Internship Excellence (EMIX) Frame 1: Workshop
  - NAMEPA Best Practice Sharing (90 minutes) Frame 2: Workshop
  - Engineering Successful WIE Programs Frame 1: Panel

**Tuesday Session 2** — 4:30pm-5:30pm

- **Development for Inclusive Student Professional Success**
  - Frame 3: Workshop
  - Inspiring Female Entrepreneurship Frame 1: Workshop
  - NAMEPA Best Practice Sharing (90 minutes) Frame 2: Workshop
  - Making Academic Change Happen Frame 1: Workshop

**Tuesday Session 3** — 5:45pm-6:45pm

- **Best practices in evaluation survey development**
  - Frame 4: Workshop
  - A Corporate Story of Leadership & Change Frame 3: Workshop
  - Inclusive Practices through Grassroots Initiatives Frame 3: Workshop
  - Comprehensive External Review Frame 4: Panel

**Tuesday WEPAN Awards Ceremony & Board Installation** — 7:00pm-8:00pm — Interlocken B

WEPAN Awards honor key individuals, programs, and corporations for accomplishments that underscore WEPAN’s mission. These awards are presented each year at the annual conference for extraordinary service, significant achievement, model programs, and work environments that support the career success of women engineers.

### Wednesday, June 15, 2016

**WEPAN Forum Registration Desk Open** — 8:00am-4:00pm — Interlocken Foyer

**Wednesday Newcomer's Coffee & Tea** — 7:10am-8:00am — Private Dining Room — sponsored by Nucor

**Wednesday Plenary** — 8:15am-9:30am — Interlocken AB

*Inclusive Excellence in Corporations:* Joan Buccigrossi, Ph.D., Joan Buccigrossi Consulting; Mike Hutchings, Rockwell Automation; Livia Konkel, Thomson Reuters; Krystle Rendon, Nucor; Laura Sabattini, Catalyst; S. Shariq Yosufzai, Chevron Corporation

**Wednesday Session 1** — 9:45am-10:45am

- **Equipping Women for Success**
  - Frame 1: Workshop
  - Birch — Corporate & University Initiatives
  - Engaging Young Women in the Corporate Environment Frame 3: Focused Conversation
  - "Macro-narratives" About Diversity in Engineering Frame 3: Focused Conversation
  - Finding Solutions to Tough Questions using MBTI Frame 2: Workshop

**Wednesday Session 2** — 11:00am-12:00pm

- **WEPAN's Engineering Inclusive Teaching**
  - Frame 3: Workshop
  - Spruce — Diversity Programs
  - Birch — Corporate & University Initiatives
  - CMU/Google Collaboration to Address Unconscious Bias Frame 2: Workshop
  - Women of Color and White Women Thriving Together in Engineering Environments Frame 3: Conversation
  - Assessing Student Professional Competencies Frame 4: Workshop

**Wednesday Lunch & Learn** — 12:15pm-1:15pm — Interlocken AB

Join WEPAN leaders to learn more about WEPAN and how participation can benefit your organization and build your leadership skills. After Session 2, everyone meets in Interlocken AB to grab a packed gourmet lunch, select a topic that interests you and find the group leader for the lunch discussion and networking.
### Wednesday Plenary — 1:30pm-2:45pm — Interlocken AB

**Celebrating Difference at the Intersection of Race and Gender in Engineering:** Brenda J. Allen, Ph.D., Vice Chancellor for Diversity and Inclusion, Professor of Communication, University of Colorado Denver

### Wednesday Session 3 — 3:00pm-4:00pm

<table>
<thead>
<tr>
<th>Spruce — Diversity Programs</th>
<th>Birch — Corporate &amp; University Initiatives</th>
<th>Fir — Women of Color/White Women</th>
<th>Alder — Activating the Dean’s Pledge</th>
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<tr>
<td>AMP-UP: A model for change on a STEM-dominant campus</td>
<td>Promoting Win-Win Engagement between Students and Professionals</td>
<td>Meeting the Challenge for STEM Gender Diversity</td>
<td>How Academic Culture Fuels Impostor Syndrome</td>
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### Wednesday Session 4 — 4:15pm-5:15pm

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<td>Creating a coaching culture in engineering to increase student and faculty retention</td>
<td>Amplifying gender differences for business growth</td>
<td>Building Student Identities for Engineering Success</td>
<td>ProAction Community for Equity</td>
</tr>
<tr>
<td>Frame 2: Conversation</td>
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<td>Frame 2: Workshop</td>
<td>Frame 4: Panel</td>
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### Wednesday Networking Break — 5:15pm-5:45pm — Interlocken AB

### Wednesday Plenary — 5:45pm-7:00pm — Interlocken AB

**Institutional Transformation: The Process of Change:** Abby Stewart, Ph.D., Professor of Psychology & Women's Studies, University of Michigan

### Wednesday Showcase Reception — 7:00pm-8:00pm — sponsored by Nucor

The Showcase is a convivial celebration of WEPAN’s broad community, allowing for networking amongst engineering colleges and workplaces, gaining strategies for advancing diverse communities of women in engineering and making contacts for future opportunities. The Showcase Reception features posters, exhibits and mini presentations of best practices in research and programs that advance culture change in engineering.

### Thursday, June 16, 2016

**WEPAN Forum Registration Desk Open** — 8:00am-2:00pm — Interlocken Foyer

### Thursday Plenary — 8:00am-9:15am — Interlocken AB

**Creating and Sustaining Inclusive & Diverse Cultures in Engineering Departments** — Diane Matt, WEPAN, Klod Kokini, Purdue University, Tom Perry, American Society of Mechanical Engineers, Brady Gibbons, Oregon State University

### Thursday Session 1 — 9:30am-10:30am

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<td>The AWEsome! Program at Los Alamos National Laboratory</td>
<td>Engaging Allies and Leveraging Partnerships</td>
<td>Creating Authentic and Inclusive Spaces of Dialogue</td>
<td>ABET Diversity and Inclusion Committee Listening Session</td>
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### Thursday Session 2 — 10:45am-11:45am

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<td>Diversifying your Graduate Student Application Pool</td>
<td>Creating A Sustained Interest in an Engineering Career</td>
<td>Fixing the Culture Rather than the Women</td>
<td>Establishing an Inclusive Culture in Faculty Hiring</td>
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### Thursday Hi-Fives for Change Luncheon — 12:00pm-1:30pm — Interlocken AB

High-energy five-minute talks give speakers an opportunity to present results of their programs or initiative and pose questions for the audience to consider. Each presenter has a maximum of 20 slides and only 15 seconds per slide to communicate their message in a fun and engaging way.

### Thursday Closing Remarks — 1:30pm-1:45pm — Interlocken AB

### Thursday Poolside Farewells — 2:00pm
We thank our sponsor, DuPont® for providing printing services for the 2016 WEPAN Change Leader Forum.