



ECE Diversity, Equity, and Inclusion Committee Newsletter

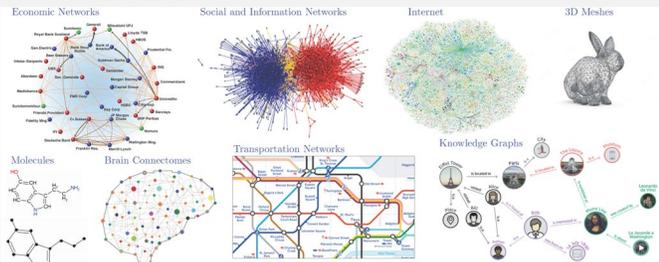
October 2023

HELLO!

WELCOME to this month's issue of the ECE DEI Committee Newsletter! The committee was formed in October of 2020 to ensure that our department sustains a welcoming, encouraging, and equitable environment that recognizes, respects, and values differences.

RECENT EVENTS

WE celebrated Hispanic Heritage Month on Friday, September 29 with a lecture by ECE Professor Gonzalo Mateos titled "Learning with Graphs" This fascinating presentation described graphs as natural models for relational data that can inform and enable decision-making in limitless applications, from climate systems to homeland security to transportation data to critical infrastructure.



Professor Mateos conducts research focused on signal processing and machine learning for network data. Interested? Take his course in the spring titled "Network Science Analytics" (ECE 442) or reach out to Professor Mateos for more info.

This "standing-room-only" lecture was well-received by all, as was the food at this event, supplied by Rochester restaurants El Latino and Neno's!



UPCOMING EVENTS

FRIDAY, November 10, 2023: ECE DEI Committee meeting, 12:00PM – 1:00PM, CSB 426.

FRIDAY, January 12, 2024 and Friday, February 9, 2024: [LGBTQ+ Safe Space Training](#) will be offered in 2 sessions during normal DEI Committee meeting times (noon in CSB 426B).

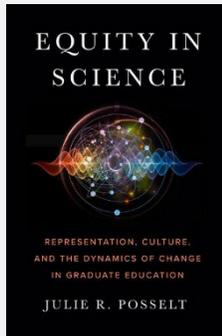


ANYTIME: The Office of Human Resources' Learning and Development department, in collaboration with the Office of Equity and Inclusion, introduces "DEI Content Anytime," offering learning opportunities on diversity, equity, and inclusion via [MyPath](#). Accessible to all faculty and staff, this educational content aligns with the University's Meliora values. The newest learning opportunity highlights neurodiversity; new modules on a variety of DEI topics will be released regularly. Resources include brief micro-learning modules and departmental book club options. For more information, visit the [HR website](#).

LENDING LIBRARY

DID you know that the department has a [DEI lending library](#)? There are several books available if you're interested in learning more about DEI. They are located in CSB 514 (Michele Foster's office). If you have any suggestions for books that we might add to the collection, please let us know [here](#)! Each newsletter, we'll highlight a book that's available. This month we feature Dr. Julie R. Posselt's *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. Dr. Posselt makes the case that understanding how field-specific cultures develop is a crucial step for bringing about

real change. She does this by examining existing DEI efforts in various STEM fields. These ethnographic case studies reveal the subtle ways that exclusion and power operate in scientific organizations and, sometimes, within change efforts themselves. Dr. Posselt argues that accelerating the movement for inclusion in science required more effective collaboration across boundaries that typically separate people and scholars. She closes with targeted recommendations for individuals, departments, and disciplinary societies for creating system, sustainable change.



DIVERSITY SPOTLIGHT

ANNUALLY, a group of multicultural individuals and organizations recognize [Indigenous Peoples Day in Rochester, NY](#). This year, the event was held on Monday, October 9. This Gasgo'sahö:h Indigenous Peoples Day celebrates the heritage of the original peoples of Turtle Island, specifically the Seneca and other Haudenosaunee nations. The event was cosponsored by the UR Institutional Office of Equity and Inclusion.



This full day of programming included sunrise and sunset ceremonies, music and dance performances, food, and a wampum belt display. Dr. Rohsennase Dalton LaBarge, an emergency room physician at Strong Hospital, gave a moving lecture on Aeitewa'nikonhrahsa:ah-ton' – On Uplifting Our Minds, an introduction to the condolence ceremony as a means to heal from trauma.

WE NEED YOU!

THERE are many ways you can help advance our department DEI goals. Here are just a few:

- GET TO KNOW US: Visit our [web site](#) and take a look around. We share lots great of information and resources.
- JOIN: If you are interested in joining the ECE DEI committee, please reach out to one of our committee co-chairs, Evelyn Goldman (evelyn.goldman@rochester.edu) or Michael Heilemann (mheilema@rochester.edu) The committee meets on the second Friday of every month from 12:00P – 1:00P in CSB 426.
- ATTEND: The committee works hard on programming interesting events and training (with some great food 😊), we'd love to have you come learn with us!
- SHARE: We'd love to hear from you. Please share any comments, questions, concerns, or recommendations via our [inquiry form](#).

HOLIDAY OBSERVANCES

WE'D like to acknowledge the following October / November observances.

Oct. 1 – Oct. 31: LGBTQ+ History Month

October 7: Shemini Atzeret

October 8: Simchat Torah

October 9: Indigenous Peoples Day

October 15-24: Navaratri

October 16: Birth of Báb

October 17: Birth of Baha'u'llah

October 31: Halloween

November 12: Diwali

Nov. 1 – Nov. 31: American Indian Heritage Month

November 7: Election Day in the US

November 11: Veterans Day

November 23: Thanksgiving Day

November 24: Native American Heritage Day

LOGO CONTEST!

DON'T forget about the ECE DEI logo contest! Email your logo image file to Linda Weidman at linda.weidman@rochester.edu by 11/30/2023. The ECE DEI committee will vote on a winner, who will receive a \$25 Amazon gift card!