



2023 Annual Report



Inclusive Engineering
Consortium

About the IEC

The IEC is a collaboration of minority serving institutions driven by their goal to increase the quantity and preparedness of African-American, Hispanic, and Native American engineering graduates.

The IEC's Core membership includes representatives from the most prominent ECE schools from Historically Black College and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs).

The IEC's unique "Super Department" model brings these ECE focused Minority Serving Institutions (MSIs) together to provide efficient access to student and faculty talent.

Affiliate and Corporate membership programs are offered to key partners from industry, large academic institutions, and government and non-profit institutions to foster equitable partnerships.



Our collaborative approach makes it easier for partners to work with a large number of diverse ECE students and faculty from leading MSIs while advancing students from underrepresented populations and addressing the critical need for a more diversified ECE workplace.

IEC Core Members

IEC Core Members are historically minority serving institutions with a majority minority population. IEC Core Member schools are among the top producers of African American, Hispanic and Native American engineers in the United States.

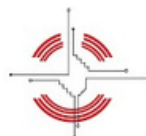
Historically Black Colleges and Universities



Hispanic Serving Institutions



Tribal Colleges and Universities



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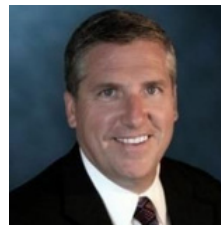
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IEC Member Communities

Academia (Core & Affiliate Members)

IEC Academic members work together to tackle issues of engineering and diversity through programming, workshops, building relationships and shaping the direction of workforce readiness. Ultimately, IEC members build relationships, form partnership opportunities through co-teaching and research and strive to make the engineering world more diverse and just.

Industry (Corporate Members)

IEC's Corporate Membership Program provides an unparalleled opportunity for business leaders to have access to, and to collaborate with, an important constituency while furthering inclusion and diversity initiatives within the electrical and computer engineering enterprise.



Government (Grant Collaborations)

Government/grant collaborations with the IEC help to fund research and education in various aspects of engineering. These collaborations help create IEC programs and add to the IEC's overall mission of increasing the quantity and preparedness of underrepresented minorities in engineering.



IEC Committees Overview

Throughout the year, IEC member participate in committees to plan projects and programs.

Engagement/Collective Impact Committee

The IEC Engagement/Collective Impact Committee meets bi-weekly to discuss opportunities for IEC engagement as well as ways that the organization can maximize its impact on the MSIs it serves. The committee evaluates grant opportunities and other sources of program funding.



Strategic Planning Committee

The IEC Strategic Planning Committee meets weekly to drive the overall goals and objectives of the organization. The committee evaluates new partnership opportunities, research collaborations, programming initiatives, and more.

Newsletter Committee

The IEC publishes a quarterly newsletter, the IEC Exchange. The newsletter features articles, institutional spotlights, professional career development, grant opportunities, and upcoming tech news. The Newsletter Committee is responsible for soliciting articles and reviewing submissions.

Program Committee

The IEC Program Committee meets to discuss issues of diversity, equity, and inclusion facing technology. The team oversees new program development, facilitates discussions about program priorities, and provides recommendations for program speakers and facilitators.

IEC Partnerships

The IEC conducts various programs and initiatives and develops equitable partnerships with various organizations to advance diversity in the engineering enterprise.



National Science Foundation

The National Science Foundation (NSF) has been instrumental in the establishment of the IEC through a series of funded programs and activities. Through NSF's continued support and collaboration, the IEC continues to develop educational programs and workshops critical in cultivating the IEC community.



Inclusive Engineering Foundation

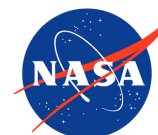
The Inclusive Engineering Foundation (IEF) has been established to enhance the efforts of the IEC by guiding, supporting, and funding significant programmatic activities to advance engineering education and research, with an emphasis on Minority Serving Institutions.



U.S. Department of Defense

The U.S. Department of Defense Research and Development division has provided funding to enable the IEC 2to4 program through its DoD STEM Community College Consortium award. The IEC 2to4 program launched in 2022 to provide facilitated transition from 2-year to 4-year engineering students.

IEC PARTNERS



IEC 2to4 Scholarship Program

The IEC, in conjunction with the Inclusive Engineering Foundation, has established dedicated initiatives to foster a more diverse and inclusive engineering workforce.



Facilitated Transition from 2-Year to 4-Year Engineering Studies

Pathways from Community Colleges to Historically Black Colleges & Universities, Hispanic Serving Institutions, and Tribal Colleges & Universities

The IEC 2to4 Program's purpose is to create a clear, informed pathway to an engineering degree and career for students interested in ECE if starting in 2-year educational programs. During their academic journey in completing a 4-year degree, students will be guided by educational and professional workshops, academic and peer mentoring

2to4 Scholar

Angeline Keptchou Doya

Montgomery College '23

Howard University '24



“With this opportunity, which I have been given to be an IEC 2to4 Scholar Program, I can continue to learn here at Howard University. I want to excel in my leadership by going out to impact and serve the community.”

IEF Pathways to Success Program



**Inclusive Engineering
Foundation**



The Inclusive Engineering Foundation (IEF) is dedicated to increasing diversity in engineering by fostering programs that increase the quantity and preparedness of underrepresented minority graduates in engineering fields with an added emphasis on gender diversity. The IEF's Pathways to Success program gives students the tools they need to transition successfully into the ECE industry. This multi-step program creates an encouraging environment of assistance through a summer internship, mentorship, and a variety of educational workshops.

CORPORATE INTERNSHIP

The Program assists students in obtaining internships at highly reputable corporations, giving students experience that will aid them in finding full-time positions upon graduation.

PEER-TO-PEER MENTORING

This personal link gives students the opportunity to align with other high-caliber students who have experienced similar challenges and overcame them successfully.

PROFESSIONAL GROWTH SERIES

All program participants will receive additional education and soft skills training from subject matter experts for leadership opportunities and job readiness.

INDUSTRY MENTORS

During the student's 4th year, they are paired with early-career industry mentors who provide students with critical connections and support systems during their transition to industry.

IEF Corporate Partners



IEC Programs Overview



Talking about Transforming Transfer (T3):
Re-conceptualizing engineering transfer to broaden participation in engineering is a series that introduces thought leaders from community colleges, four-year institutions, and non-profit organizations that have been leaders in increasing minority engagement in engineering through community college pathways. This series is brought to you by the IEC and the 50k Coalition.

ARPELS Workshop Series

Anti-Racist Practice in Engineering: Exploring, Learning & Solutions (ARPELS)

The IEC's Anti-Racist Practice in Engineering Workshop Series is intended to nurture an understanding of personal and institutional biases and inequitable practices and how they affect underrepresented minorities, including faculty and students in ECE.

IEC ADEP Workshop Series

IEC ADEP (Asset-Driven Equitable Partnerships) Workshops bring together MSIs, PWIs, and Industry partners to discuss strategies, research opportunities, and establish equitable partnerships that address emerging technologies and research opportunities.

IEC Member Symposium

The IEC Member Symposium takes place at the ECEDHA Annual Conference and ECExpo and brings together its Core, Affiliate, and Corporate Members for in-depth discussions to foster equitable partnerships.

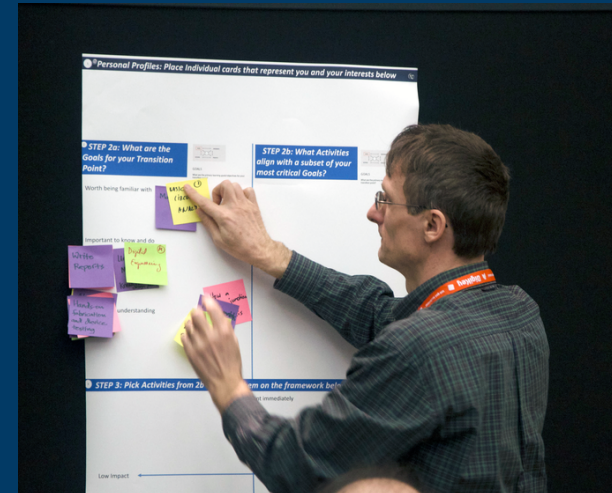
For more information on IEC programs, including a full calendar of events, visit www.iec.org.



2024 IEC Member Symposium

The first workshop hosted at the 2024 IEC Member Symposium is the NSF FuSe Workshop.

This academic year, IEC members met in Tucson, Arizona, to collaborate on the NSF FuSe Project. (Future Semiconductor: Interconnecting Learning for Next Generation Semiconductor Innovators). Participants focused on the essential transitions in educational pathways, such as K-12 to first year of university, two-year to four-year college programs, undergraduate general curriculum to microelectronics specialization, and from undergraduate to graduate levels. This workshop formed cohorts among faculty from the IEC to address these transitions effectively.



One of the goals of the IEC Workshop is to identify funding sources for projects. As follow up to the FuSe Project Meeting, the IEC will apply for NSF Includes supplemental funding to increase the microelectronic talent pool by providing research opportunities to students at IEC core member institutions.

IEC 2024 Member Symposium

The second workshop hosted at the 2024 IEC Member Symposium is the ADEP Workshop.

The IEC has developed a broad and very challenging vision of enabling MSIs (minority-serving institutions) and their students, staff and faculty to more fully become part of and contribute to the ECE enterprise. To realize this vision, the IEC brought together IEC Core MSI members with the heads of other ECE departments, especially those who lead IEC Affiliate members. Specifically, the workshop addressed topics identified by its members at previous workshops and that have been refined at regular meetings; topics that engage Core, Affiliate, and Corporate members in Asset Driven Equitable Partnerships (ADEP). Equitable partnerships are the foundation of the IEC, as the members work toward a status quo where faculty and students at MSIs are supported by the larger ECE community. By building relationships, the IEC and its partners can take steps to foster sustainable actions that share resources with groups with the most needs. Some topics addressed at the ADEP Workshop include a 2 to 4-year transition, support for student internships, and opportunities for faculty to work together.



IEC Corporate Members

IEC Corporate Members help to establish ECE industry priorities while strengthening their collective bond with IEC's Minority Serving Institutions.

THE IEC WOULD LIKE TO THANK ITS 2023 CORPORATE MEMBERS



MEMBER BENEFITS:

- > **Shape the Direction of Workforce Readiness** through access to working groups, research opportunities and a pool of talented minority graduates
- > **Build Personal Relationships** by networking with colleagues from different backgrounds at IEC programs, workshops, and events
- > **Gain Visibility** and be seen as a diversity thought leader among your peers
- > **Access to Invitation-Only Events:** Participate in exclusive IEC member programs
- > **Develop Partnerships** with minority talent/programs

For more information on becoming an IEC Corporate Member, contact Tymia DeMay at 443-418-2658 or tdemay@iec.org

IEC Affiliate Members

IEC Affiliate Members include representatives from academic institutions with a history of partnership and respect for the talent and capabilities of the MSI Community.

THE IEC WOULD LIKE TO THANK ITS 2023 AFFILIATE MEMBERS



IEC HSI Affiliate Members



MEMBER BENEFITS:

- > **Build Personal Relationships** by networking and gaining valuable insight from colleagues of diverse backgrounds
- > **Gain Visibility** through speaking engagements, white papers, networking events, etc.
- > **Educational Opportunities** including professional development for faculty members, working group participation, and programming for students and faculty to grow and succeed through educational and industry networking opportunities
- > **Partnership Opportunities** with MSIs for research, co-teaching, and specialized programming
- > **Shape the Direction of Workforce Readiness** with access to working groups, research opportunities and more

For more information on becoming an IEC Affiliate Member, contact Tymia DeMay at 443-418-2658 or tdemay@iec.org



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