



Society of
Women Engineers

ASPIRE • ADVANCE • ACHIEVE

Authentic Participation Inclusive Environments

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Engineers Make a World of Difference

The Society of Women Engineers



Founded in 1950, the Society of Women Engineers is the driving force that establishes engineering as a highly desirable career aspiration for women.

SWE empowers women to succeed and advance in those aspirations and receive the recognition and credit for their life-changing contributions and achievements as engineers and leaders.

Engineers Make a World of Difference



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*“Progress and Innovation
Depend on Leveraging Differences”*

Engineers Make a World of Difference

Cognitive Diversity

- ◆ Key explanatory variable in levels of performance for complex tasks or tasks requiring creativity and innovation
- ◆ Dimensions
 - Diverse perspectives
 - Diverse interpretations
 - Diverse heuristics
 - Diverse predictive models

Cognitive vs. Identity Diversity

- ◆ Identity diversity doesn't necessarily lead to cognitive diversity
 - For example, medical training leads doctors who are diverse in identity terms to become cognitively alike
 - Programs to “fix the women”
- ◆ Benefits of diversity depends upon people being able to work together effectively.

Implicit Bias

- ◆ Prejudice and discrimination are commonly understood as intentional, conscious, and harm drive. While this can be true, often it's the exception.
- ◆ Psychological advances demonstrate that bias is often unintentional, automatic, and outside our awareness. It may also be contradictory to our conscious beliefs.
- ◆ Bias often exists within many well intentioned women and men of all different backgrounds.
- ◆ Men and women often exhibit the same bias trends

A “Big Ticket” Resource

- ◆ Numbers participating
- ◆ Maximizing the resource through authentic participation
- ◆ Maximizing the resource through inclusive environments