




## Insights from Engineering Department Culture Change Leaders (Part 1): Applications of the TECAID Model

On-Demand

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## Facilitators



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## Department Culture

Easy to observe, measure  
Numbers, systems, processes, physical space


Hard to observe, measure, affect  
Values, Hidden Assumptions, Norms, Unwritten Rules

Image by P. K. Murthy Y



## Topics Discussed in Video

- What activities did your team undertake and in what contexts (0:02:17)
- How did each team know they were making a difference (i.e., what were early indicators of success?) (0:26:00)
- What were results from having staff involved in change efforts? (0:35:21)
- What were examples of other efforts that were benefited because of the team change work? (0:38:22)
- How did you change, and now lead differently, as a function of your diversity, equity, and inclusion work (0:43:28)
- What difference did the team make to your experience? (0:49:55)
- What are key Take Aways? (52:55)
- What are TECAID Resources? (55:55)




## Engineering Change Leaders



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Brady Gibbons, Ph.D.  
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## Engineering Change Leaders



Zahed Siddique, Ph.D.  
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The University of Oklahoma



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Professor, Mechanical Engineering  
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## Take Aways

- Build a TEAM
- Secure LEADERSHIP SUPPORT
- Manage LEADERSHIP TRANSITIONS
- Develop a DEI VISION
- TAKE ACTION and LEARN BY DOING
- Remember CHANGE TAKES TIME
- NOT EVERYONE needs to be involved to start
- CELEBRATE small successes



## Resources: Website



TECAID is Transforming Engineering Culture to Advance Inclusion and Diversity



TECAID Wins 2017 NSF Video Showcase

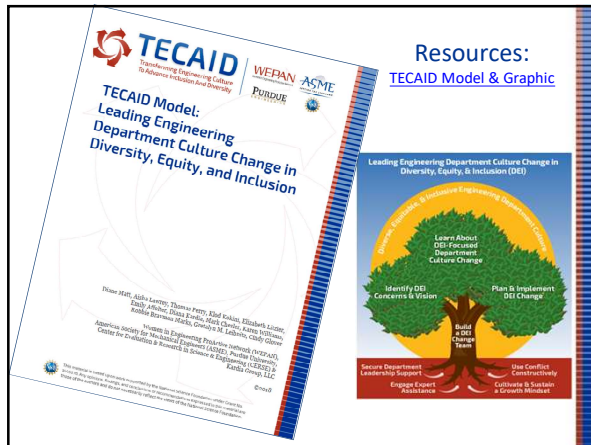


"I wish every ME faculty member in the US could attend this!"  
- TECAID Participant

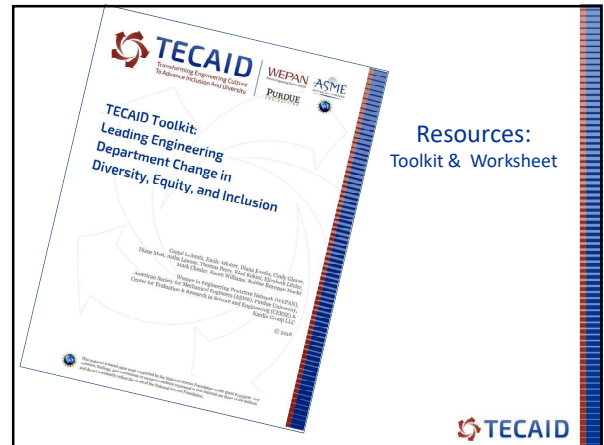
"Our participation in TECAID provided us with tools and training to start working on diversity and inclusion. In hindsight, I realize that before TECAID I was severely lacking in the tools and knowledge

## Resources:

[TECAID Model & Graphic](#)

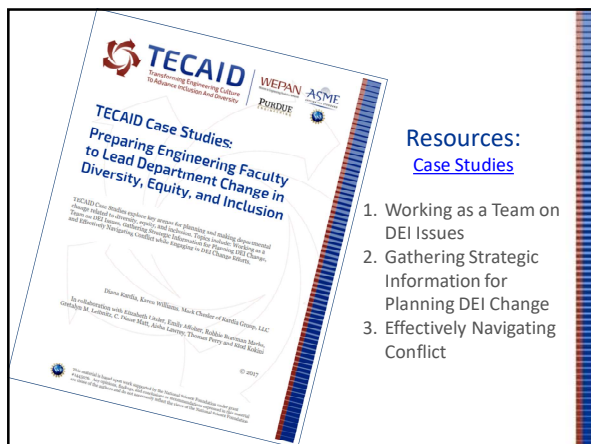


Resources:  
Toolkit & Worksheet



## Resources:

[Case Studies](#)



1. Working as a Team on DEI Issues
2. Gathering Strategic Information for Planning DEI Change
3. Effectively Navigating Conflict

## Resources: Webinar Series



[www.weplan.org/mpage/TECAID\\_Resources](http://www.weplan.org/mpage/TECAID_Resources)

