Project Goals:
- Increase the number of WOC STEM faculty
- Create venues & environments to stimulate candid discourse on experiences & successes while moving through the ranks
- Address critical issues in race & gender in STEM disciplines
- Build global database of WOC STEM faculty for networking & collaboration
- Improve retention & promotion into leadership of WOC faculty

Summit 1: Women at all academic ranks focused on cross-cultural mentoring & the role of "top fifty" institutions.
Summit 2: ADVANCE-ENG with PURPOSE: Profiles in Leadership Summit; Critical leadership issues dialog w/30+ senior women administrators/faculty.
Summit 3: ADVANCE Summit at Caltech; 60+ women & Caltech senior administration & faculty conversations on mentoring, networking/collaborating, Caltech dept. visits & President’s Roundtable Discussion w/3 university presidents
Summit 4: ADVANCE-ENG Coast to Coast Summit; Cross-disciplinary research discussions w/national technical leaders in the realms of leadership, research, & academic issues; Celebrations of Excellence, personal academic testimonies & "peer mentoring"; Exploring Adventurous Parts of Professorships
Summit 5: Planning and Executing Large Scale (e.g., Center) Research Initiatives

Accomplishments:
- Provided a networking opportunity for over 120 WOC engineering faculty
- Provided creation of mentor relationships for WOC
- Encouraged WOC to engage in leadership and motivated WOC to stay in academia
- Showcased accomplishments of WOC engineering faculty
- Solidified the critical voices and associated leadership roles in national areas. e.g., workforce, global technological needs & university governance
- Catalyzed interest and desire to commit to a permanent networking group
- Broadened the foundation for an organization of WOC engineering faculty
- Facilitated connections for scheduled sabbaticals and scholarly seminars

Launching Academics on the Tenure-Track an Intentional Community in Engineering: an Intentional Community in Engineering (NSF ADVANCE 1500310)

Project Goals: Adapt & disseminate an existing professional development model to support the persistence & advancement of underrepresented groups in academic engineering.

Creating community, counterspaces, & ongoing connections for early-career female faculty in engineering

- Explicit conversations about how one’s experience in science is influenced by social identities.
- Challenges negative representations of marginalized identities.
- Ongoing opportunities to adapt new skills into their individual contexts.
- Opportunities for relationships and trust to deepen & to connect across the community.

Impact and Future Initiatives:
- 100% of respondents would recommend the symposium to others.
- The symposium EXCEEDED EXPECTATIONS.
- Panelists and participants alike reported feeling REJUVENATED and RECOMMITTED to their work and scientific community.
- Many attendees anticipate the symposium experience will continue to SHAPE THEIR CAREERS for years to come.
- LATTICE II: Early-Career Women of Color from Underrepresented Groups in Engineering: May 30 – June 2, 2019