

# GEDC Airbus Diversity Award

## Brief for Candidates – 2016

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### Introduction

Airbus Group, the global leader in aeronautics, space and related services and the Global Engineering Deans Council (GEDC), the international network of engineering education leaders, have opened the call for candidates for the fourth GEDC Airbus Award for Diversity in Engineering Education.

This Award will be presented in November 2016 at the WEEF and GEDC Conference, held this year in Seoul, Korea. It recognizes the people and projects worldwide which have encouraged students of all profiles and backgrounds to study and succeed in engineering.

Together, Airbus Group and the GEDC want to shine a light on good practice around the world and to inspire others to replicate successful initiatives in their own institutions.

The long-term aim of the Award is to increase diversity among the global community of engineers so that the engineering industry reflects the diversity of the communities it supports, and the wide-ranging work that engineers do. Increased diversity amongst engineering students will also allow more students to have the opportunity to experience and value working in diverse teams during their studies.

### The Award

Candidates for the Award should be individuals who are key to the success of projects that have delivered tangible results in encouraging diversity in engineering education among students and/or graduates. Candidates should not be students themselves.

**Applications can be from individuals who have been singularly responsible for initiating and delivering projects, or for initiatives or projects that are the result of a wider team effort. In the case of the latter, one individual should be nominated to represent their team, should they be selected to progress to the final.**

Following the call for applications, up to ten entries will be shortlisted. From the shortlist, three finalists who stand out for their achievement, or series of achievements in this field, will be invited to attend the WEEF and GEDC Conference in Seoul, Korea from 6 November to 10 November 2016, as guests of the GEDC and Airbus Group.

At the Award dinner during a gala evening celebrating diversity in engineering education at the WEEF and GEDC Conference, the Award recipient will be announced, and will receive 10,000 USD. The two runners-up will receive 1,500 USD each. The financial award is intended to recognise the recipient's achievements to date, and to support their continued work in this field.

### Eligibility of Candidates and their Initiatives

- The Award is open to individuals or teams working with or in an engineering faculty, or a school or college of engineering, who can demonstrate measurable success in enhancing diversity within the engineering student body. Candidates can be from outside academia, working in collaboration with an institution; however students are not eligible for this Award.
- The Award Committee will be looking for candidates who have made an impact with their work with the resources available, who can provide evidence that their initiatives have or are generating results, and who submit ideas with the potential to be developed further on a bigger scale.
- Initiatives could be the candidate's own creation, or something developed by an institution with the support / involvement of the candidate, in which case the Award Committee will be looking for the unique contribution of the candidate, to the success of the initiative.
- Candidates selected for the shortlist for the Award will need to provide a supporting letter from a dean of engineering. A candidate can currently be a dean themselves, but cannot provide their own letter of reference.

- Based on The American Society for Engineering Education definition, diversity is the inclusion of individuals that represent variations in gender, race, ethnic background, disability, sexual orientation, age, socio-economic status, nationality and other non-visible differences resulting in an environment rich in intellectual variety and respect for the individual, and optimally suited to address the technological, business and societal needs of the future.
- The Award will be given to the candidate or candidate representing a team whose...
  1. initiative, series of initiatives or approach has had the most impact – relative to the resources available to them – to encourage more diverse students to study and succeed in engineering;
  2. leading to a measurable increase in the diversity of the engineering student or graduate body;
  3. and which has the potential to become a mechanism for ongoing and scalable change and improvement in this area. An initiative which has not yet generated measurable results would not be eligible.
- Where a team has worked on a project, we ask that one person is put forward to represent the project, and if successful, the Award will be made to that person, even if acknowledgment of other team members is included in the description.
- When completing the application please keep in mind that the aim of the Award is to recognize specific successful initiatives rather than a history or career of work in this field, however admirable.
- Candidates should not have been previously recognised for work proposed in this application at an international level.
- Candidates who entered this Award in the past should state what is different in their application in 2016. 2015 GEDC Airbus Diversity Award finalists should wait at least one year before applying again.

## Entry Process

- Applications must be received by 12 Midnight GMT on 30 June 2016.
- If selected for the shortlist, a dean of engineering must provide a letter stating s/he has read and supports the initiative presented by the candidate(s).
- Deans may support more than one candidate or team.
- Candidates should request the application form from the Airbus Group website and then send to the email address given once completed. Applications can include a maximum of 2 appendices containing no more than 4 pages of written text altogether (other formats, e.g. photo or video are also acceptable).
- Although not required until the candidate(s) is/are selected for the Award shortlist, a letter from a dean can be submitted along with the initial application documents.
- The appendices should provide supporting evidence for any claims within the application; please ensure that their relevance is clearly stated within the application form.
- Brief resume details for the individual(s) should be included in the space allowed within the application form, rather than as an attachment.
- The candidate(s) should provide two referees, who may be contacted if the candidate(s) is/are shortlisted. The referees should include at least one person who can validate or support the evidence of the candidate(s)'s work and another who may be a character reference or provide additional support for the candidate(s)'s work.

Provision of **contact details for two referees**, **appendices**, the **application form**, the dean's **supporting letter**, is the responsibility of each candidate/team.

## Evaluation Criteria

We encourage potential candidates to review the application form to fully understand what the Award Committee is looking for. This includes:

- Description of the initiative(s), including the origin, approach, implementation and stakeholder involvement.
- Documented evidence of what was actually done.
- Clear explanation of the candidate's/team's contribution to the initiative(s) and role(s) throughout the project.
- Impact of the initiative, relative to the resources available to the candidate(s) with qualitative and quantitative examples of how the impact has been measured.
- Transferability, including how the initiative(s) could be leveraged for greater scope or reach, or transferred for use in another environment.
- Evidence of the potential to continue and develop the work further.

## Previous Applications

To find out more about the shortlisted candidates, finalists, and the 2013/2014/2015 GEDC Airbus Diversity Award recipients, please visit <http://www.airbusgroup.com/diversityaward>

## What Happens Next?

- All entrants will be informed of the status of their application by 30 September 2016.
- The Award Committee will review all applications, and will select 3 finalists to meet the Evaluation Committee at the WEEF and GEDC Conference in Seoul, Korea in November 2016. The shortlisted candidate(s) may be asked to provide further evidence to support their application.
- Any additional preparation required prior to this meeting with the Evaluation Committee will be communicated in September 2016.
- The finalists may be asked to provide a very short video to help communicate their work (this is not part of the evaluation process and guidance on content and form can be provided if needed).
- Please note that finalists are expected to be available to present their work in person to the Evaluation Committee, and to attend the Gala Ceremony in Seoul, Korea during the 2016 WEEF and GEDC Conference (6-10 November 2016). Arrangements for attending the conference in Seoul will be initiated in September. All three finalists will be invited guests for the conference, with the related costs covered by the funding provided by Airbus Group.
- Following the Award announcement, a number of visibility and dissemination activities will be arranged, with the participation and consent of all finalists, to share good practice and encourage other initiatives for diversity in engineering education.

## Summary of Timing

- Call for candidates will be open until 30 June 2016.
- All candidates to be informed of their status by 30 September 2016.
- Ten shortlisted candidates will be announced in September 2016.
- Three finalists to be announced in October 2016.
- Presentations, Q&A with the Evaluation Committee and the Awards ceremony will take place at the WEEF and GEDC Conference in Seoul, Korea, between 6-10 November 2016.
- Completed application forms and all other relevant documents must be sent to [candidates@gedcairbusdiversityaward.com](mailto:candidates@gedcairbusdiversityaward.com) by 12 midnight GMT on 30 June 2016.
- Email [info@gedcairbusdiversityaward.com](mailto:info@gedcairbusdiversityaward.com) with any questions, we endeavour to respond in less than 24 hours.