



McGill

E-IDEA

Engineering Inclusivity, Diversity
and Equity Advancement

COFFEE AND CHAT

TEAMWORK INITIATIVE

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AGENDA

Who are we?

How we've grown!

Next Steps

Tools for professors

WHO ARE WE?

- Initiative within Engineering Inclusivity, Diversity, and Equity Advancement (E-IDEA)
- Teach teamwork skills in tandem with EDI to provide students with skills to be effective team members and leaders
- Our goal is to bridge EDI, teamwork, and hands-on experience
- We partner with courses that have an existing teamwork component to deliver in-class workshops on various aspects of teamwork



HOW WE'VE GROWN!

Teamwork Initiative Workshop Updates

TEAMWORK WORKSHOP UPDATES



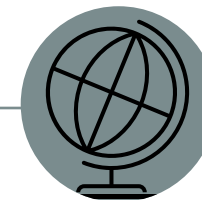
TEAMWORK WORKSHOPS IN ALL DEPARTMENTS

- As of Fall 2022, the Teamwork Initiative has partnered with undergraduate courses in every department of the FoE



ADDED URBP TO OUR PARTNERING COURSES

- The Teamwork Initiative has expanded into graduate courses with partnerships in Urban Planning and Architecture



COMPLETED THE EDI WORKSHOP SUITE

- We've added a new workshop to our Power, Privilege and Implicit Bias series, aimed at late-stream students

NEXT STEPS

- Partnering with new courses and instructors (including graduate courses)
- Developing additional content with a focus on leadership (as requested by many, many students)
- Offering coaching and advising to instructors interested in incorporating teamwork and EDI material in courses
- Exploring opportunities to expand into research

“I would like to know more about leadership skills. How could someone become a better leader in the group to help him/her lead the other teammates.”

WHAT WAS YOUR FAVOURITE PART OF THE WORKSHOP?

“How applicable the material is! Aside from its benefits to our design project, the material is generally very helpful.”

“The privilege questionnaire was very insightful and it allowed us to take the time to reflect on ourselves. Team discussions are also my favourite part of every workshop.”

“I enjoyed how the speakers were able to connect how the meetings that we are having in class will reflect meetings taking place when we are in the industry after university.”



RESOURCES

For you and your students

TEAM NORMS CONTRACT

COLLABORATION AND COMMUNICATION

- Contract that students complete upon starting in a new team
- Establishes boundaries, plans, and expectations among team members
- Facilitates conversation to avoid assumptions and miscommunication
- Provides students with a reference if conflicts arise in their teams

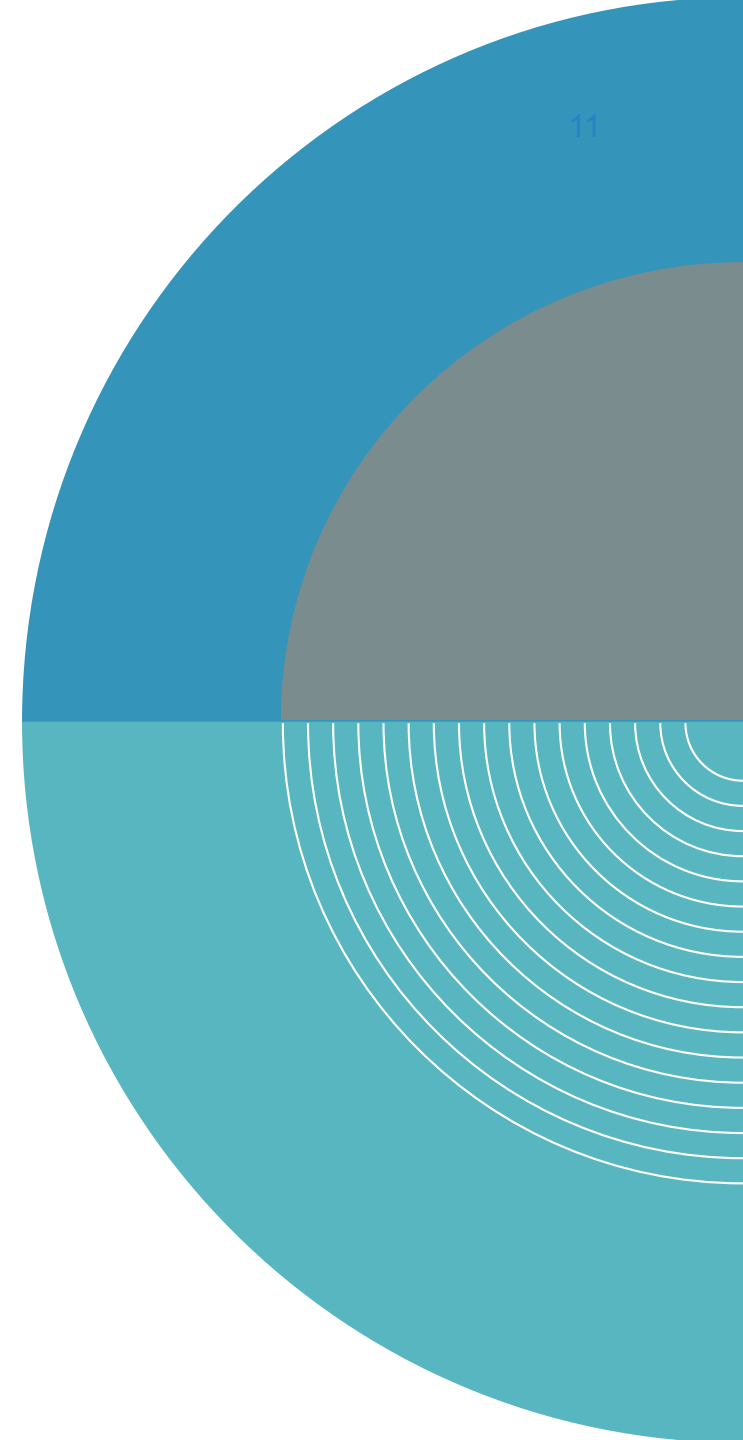
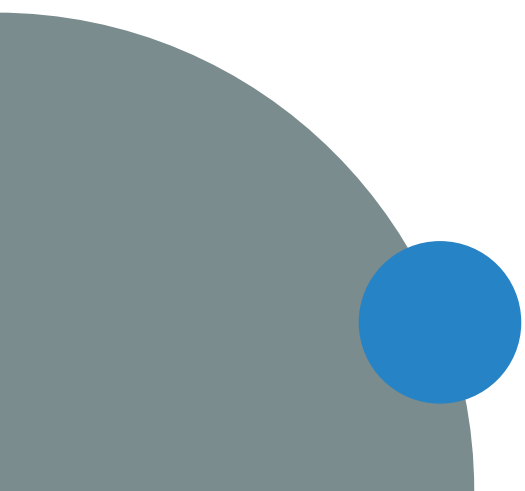
SUCCESS SPECTRUM

- Goal alignment tool
- Team members can have very different ideas of what 'success' looks like (ex. passing grade vs 100%)
- Effective teams make goals and expectations explicit, but many student teams are not equipped with the time or language to do so
- Multi-purpose tool, used for teamwork or any deliverable

MEETING AGENDA TEMPLATE

EFFECTIVE MEETING SKILLS

- Teams often struggle with ineffective meetings
- A simple meeting agenda helps students organize their teams and develop useful practices for life beyond school
- Meeting agendas should include:
 - Purpose
 - Roles
 - Topics (ideally questions)
 - Next steps and action items



THANK YOU

For more information on the Teamwork Initiative and the resources in this presentation, visit our [website](#) or contact us at eidea.engineering@mcgill.ca