Understanding the Career Pathways of Black Women Engineers: Addressing Faculty Diversity in Engineering – Lessons from South Africa

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Abstract

Around the world, engineering academia remains a predominantly White and male space even in South Africa where Black people are the majority population. In this talk, Dr. Yeukai Mlambo uses lessons from data collected in South Africa, to highlight some of the factors that influence the career choices of Black women in South Africa. Dr. Mlambo draws lessons from South Africa for engineering departments around the world to consider for increasing the recruitment, retention and success of Black women in engineering and engineering academic specifically.

Yeukai Angela Mlambo is the Director of Mastercard Foundation Digital Initiatives at EdPlus at ASU as well as an Assistant Research Professor in the Mary Lou Fulton Teachers College at Arizona State University. Her research centers on addressing higher education leadership representation through broadening access, inclusion and equity for underrepresented groups in higher education. In particular her work focuses on issues related to the recruitment, retention, persistence and trajectories of underrepresented populations in STEM fields. More broadly her interests include higher education institutions and faculty development in sub-Saharan Africa and the developing world, women in higher education leadership, international student experiences and the role of higher education partnerships in institutional development. Her work relies on critical frameworks which center the experiences of marginalized groups, attend to history when interrogating phenomena, and advocate for social change. Yeukai holds a PhD in Higher, Adult and Lifelong Education from Michigan State University.