

Newsletter



Welcome to Your BIPOC!

Welcome to the first Human Factors and Ergonomics Society Black, Indigenous, People of Color Affinity Group (HFES BIPOC AG) Newsletter!

Our group formed in 2021 under the leadership of Gwen Malone. During that time, we launched our first webinar and advised on several HFES initiatives. Read on to see how we are growing and supporting HFES BIPOC.

We hope to provide two newsletters a year to showcase what we have been up to and what our community can look forward to.

Our Mission:

The Black, Indigenous, People of Color (BIPOC) Affinity Group is committed to creating a community within HFES to connect thought leaders, senior managers, mid-career / young professionals, and students that identify as BIPOC - including Black, Indigenous, Asian, Latinos and Hispanics across the globe - to enhance the recruitment, retention, and professional growth of BIPOC in the HF/E field. We welcome non-BIPOC committed to use their position to serve as advocates for improving diversity, equity, and inclusion.

We welcome all members, so join our mailing list and attend our BIPOC meetings! For 2023, our meetings are every second Thursday at 9 AM PT / 11 AM CT / 12 PM ET.

Connect With Us!

✉ E-mail: hfebipoc@gmail.com

LinkedIn: <https://www.linkedin.com/groups/13975224>

Twitter: [@BipocHfes](https://twitter.com/@BipocHfes)

Website: <https://www.hfebipoc.com>

Message From Our Co-Chairs



**Ninica
Howard**
Co-Chair



**Myoungsoon "Philart"
Jeon**
Co-Chair

As co-chairs of the BIPOC Affinity Group, we would like to welcome you to our community. Since this is our first newsletter, we'd like to quickly introduce ourselves.

I'm Ninica Howard, though most just call me Niki. I am a research ergonomist with the Safety and Health Assessment and Research for Prevention (SHARP) Program in Washington State. I have served as president of the Puget Sound chapter of HFES since 2021. Prior to being co-chair of this AG, I was the AG's education chair, organizing our webinars. For me, it's important that I'm involved in DEI activities both professionally and personally so that I may learn from others with different perspectives and experiences. I also want to be able to help create opportunities for members of this community to have their voices heard and to find kinship.

Thank you, all, for your support of our affinity group.

I am Myounghoon Jeon (Philart), an associate professor at Virginia Tech, earning my PhD in Engineering Psychology and Human-Computer Interaction from Georgia Tech. In addition to co-chairing this AG, I am currently the DEI chair of the Department of Industrial and Systems Engineering at VT. I am also the immediate former chair of the K-HFES Affinity Group, as well as serving as the Diversity and Inclusion chair for the International Conference on Auditory Display and the ACM International Conference on Automotive User Interfaces. I hope that this AG can serve as a friendly channel for new members in HFES to learn more about the domain and develop their networking with other BIPOC members.

The long term goal of the BIPOC Affinity Group is to serve as a space of belonging for our community within HFES and the HF/E field. We are striving to achieve this through activities such as facilitating networking and mentorship relationships, and highlighting our community through webinars and publications, such as this one, in order to boost our visibility and recognition. within HFES.

Upcoming BIPOC Activities at the Annual Meeting



BIPOC Activities Schedule



HFES BIPOC AG Social

Tuesday, October 24 | 6 - 8 PM ET



HFES BIPOC Panel Discussion

Thursday, October 26 | 1:30 - 3 PM ET

**From the Perspective of Those
New to the US: The BIPOC
immigrant Experience**

Moderator:

Ninica Howard, MSC, CPE
SHARP Program, WA State
Department of Labor and Industries

Panelists:

Amrita Sidhu Maguire, MS
A UXP, Experience Design Group, Dell
Technologies

Runyu Greene, PhD
Gulfstream Industries

Aanuoluwaop Ojelade, PhD
Candidate
Virginia Tech

During the HFES 2022 Annual Meeting in Atlanta, Georgia, the HFES Coalition of Affinity Groups (COAG) created a discussion panel to inform HFES members of updates and available affinity groups since the creation of COAG.

The main objective of the panel was to open a dialog between the general HFES membership and the COAG. COAG members described the foundation, actions and goals of HFES Affinity Groups, and answered questions from attendees.

The specific theme of this discussion panel was focused on how we can engage members while promoting intersectional inclusivity. This discussion panel can be found in the Proceedings of the Human Factors and Ergonomics Society Annual Meeting, Volume 66, Issue 1.

For HFES 2023, please consider attending the two part session: Towards Building a More Diverse, Equitable and Inclusive Society: Interactive Sessions with the HFES Council of Affinity Group (COAG) Leads.

Part 1: Wednesday, October 25 | 8:30 - 10 AM ET

Part 2: Friday, October 27 | 8:30 - 10:30 AM ET

Moderator:

Sylvain Bruni, Aptima

Panelists:

Heather Lum, Arizona State University

Rosemarie Figueroa-Janicto, Rimkus, belongIN

Myounghoon Jeon, Virginia Tech

Hanna J. Barton, University of Wisconsin-Madison

Ji-Eun Kim, University of Washington

First year of HBCU outreach a (modest) success!

Our first Historically Black College or University (HBCU) outreach initiative was a success, and we learned a lot.

For our first year (2022), we focused on three Atlanta University Center (AUC) institutions: Clark Atlanta University, Morehouse College, and Spelman College. We chose this focus because the HFES Annual Meeting was in Atlanta in 2022, and the main goal was to have AUC students (top priority) and AUC faculty (second priority) attend the annual meeting.

It was our hope that exposure to human factors and ergonomics would clarify how they could fit into current curriculum, student careers, and potential research opportunities. We originally had also hoped to reach out and form teaching and research partnerships, potentially funded by HFES, to further strengthen these relationships and increase HF&E visibility.

We quickly found that one year was far too short to realize all of these goals! We intensified our focus on getting faculty and student attendance at the annual meeting. I worked with Dr. Kinnis Gosha to recruit the right students and faculty from Morehouse, and Dr. Keith Jones and Dr. Betty Sanders worked with Dr. Calvin Brown at Clark-Atlanta. We were not able to make a strong connection to any Spelman faculty.

Two Spelman students (through a cross-listed Morehouse/Spelman class), one Clark-Atlanta student, one Morehouse faculty member from Information Technology, and one Clark-Atlanta faculty member from Psychology attended the meeting on Thursday and joined us for lunch that day. We received very positive feedback from the students and the faculty, who appreciated being invited and the opportunity to learn more about what HF&E is and how it impacts how people work and live.*

As I mentioned above, we learned a lot. None of the AUC has curricula or specific classes that are a really good fit as HF&E connections, although information technology and psychology seem to be the best fit. We will have to further explore a good fit for physical ergonomics connections.

Also, since these are not research universities, there is much lower appetite or opportunity to collaborate on research opportunities than we had thought. All of this suggests that we will have to be more creative explore more to understand where we can fit better into these institutions' missions and the goals of their faculty and students.

With these learnings in mind, we plan to expand our relationship with the AUC, and reach out to colleges and universities in the Washington, DC area to coincide with the 2023 annual meeting being hosted there in October.

Here's hoping to a fruitful 2023!

Mike Rayo

2022

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Mike Rayo



Gwen Malone



Betty Sanders



Keith Jones

First year of HBCU outreach a (modest) success!



Clark Atlanta University

The first HBCU in the southern United States, a private, Methodist, research university, and a member of the Atlanta University Center consortium.

Contact: [Dr. Calvin Brown](#), Associate Provost and Chief of Staff



Morehouse College

A private men's liberal college, the largest in the United States, and a member of the Atlanta University Center consortium.

Contact: [Dr. Kinnis Goshaw](#), Division Chair of Experiential Learning and Interdisciplinary Studies



Spelman College

A private women's liberal college, the second largest in the United States, and a member of the Atlanta University Center consortium.

LATEST OUTREACH UPDATES

Since HFES 2022, we conducted our first Outreach Guest Lecture in late March!

Dr. Rayo spoke to a group of Morehouse students interested in User Experience / interaction Design. The presentation outlined relevant research and domains, how these aligned with the students' interests, and the benefits of HFES.

The presentation also incorporated Dr. Christopher Reid's slides from his wonderful HFES-wide outreach talks!

We are also compiling slides from multiple perspectives to answer "What Is HFES. Thank you to Dr. Deborah Boehm-Davis for her contributions!

This year, we also welcome a new committee member, Lisa Ramsay!

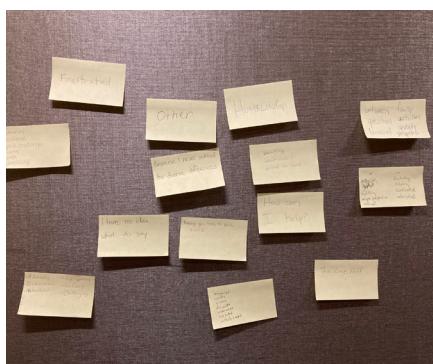
Our next steps are to continue locking down HBCUs and other university partners to get students, and potentially faculty, to the annual meeting.

We are also in the process of connecting with [Dr. Derrek Dunn](#), Dean of the School of Business and Technology at the University of Maryland, Eastern Shore, as they are offering a new HFE certificate program beginning in 2023.

First BIPOC AG Social at HFES 2022



Our first in-person social at the HFES 2022 Annual Meeting in Atlanta, Georgia!



7 word BIPOC life sticky notes wall

BIPOC members and allies gathered at the 2022 HFES International Annual Meeting for a social held from 6:30 – 8:00 pm on October 11th. It was very successful with more than 30 people around the room.

In addition to free chat and refreshments, we asked our participants to “write down your BIPOC life with seven words.” Then we posted each sticky note on the wall so others could empathize with and learn about each member’s life and struggle!

As an ongoing project, we have taken the seven words prompt and have built a word cloud with the responses HFES members have made regarding their

BIPOC life since the group's formation in 2021.

Look forward to our future events! We plan to host a social and outreach events relevant to BIPOC at HFES 2023 in Washington, D.C. Stay tuned!



Philart Jeon

BIPOC AG Webinars

►► Diversity, Equity, and Inclusion Webinar Series: Listening and Acting
Successes and Barriers of Establishing a Meaningful DEI Program:
Beyond Only Diverse Representation ►►


REGISTER HERE!



Dr. Rod D. Roscoe
Associate Professor
Human Systems Engineering, The Polytechnic School
Arizona State University


Dr. Renaldo C. Blocker
Associate Professor and Cognitive Engineer
Division of Health Care Delivery Research
Mayo Clinic for the Science of Health Care Delivery's Healthcare
Systems Engineering Program

► September 19, 2023 1:00 - 2:30 PM EDT
www.hfebipoc.com ►►

►► **LISTEN NOW** ►► **HFES BIPOC AG**

Attend our next webinar on September 19, 2023 from 1:00 to 2:30 PM (EDT) with Dr. Rod D. Roscoe and Dr. Renaldo C. Blocker and learn how we can build meaningful DEI programs!

To view this upcoming webinar, please scan the QR code above to register. You will receive more information on how to access the webinar after registering.

Feel free to view our past webinar recordings from www.hfebipoc.com or www.learn.hfes.org. In 2021, we discussed and learned about the physical and psychological impacts of racial injustice with Dr. Nina Jablonski and Dr. Rupa Valdez. In 2022, we discussed and learned about the challenges and strategies for creating a diverse research recruitment panel with Maurita Harris, Marie Statler, Jacklin Stonewall, and Dr. Enid Montague.

Stay tuned for more webinars like these!

HFES WEBINAR | LISTENING & ACTION SERIES

The Physical & Psychological Impacts of Racial Injustice

Nina Jablonski Rupa Valdez

JUNE 24TH | 1 PM EST
REGISTER AT WWW.LEARN.HFES.ORG

 WEBINAR BY THE BLACK, INDIGENOUS, & PEOPLE OF COLOR AFFINITY GROUP

HFES
Systems That Work for Humans
BIPOC Affinity Group
Sept 14th, 2022
4 PM (EDT)

Diverse Research Recruitment Panel: Challenges and Strategies for Success

Part of the Listening and Acting Webinar Series

Maurita Harris UIUC Marie Statler Towson Jacklin Stonewall Iowa State Enid Montague U of Toronto

REGISTER AT: learn.hfes.org

Organizers/Facilitators: Ninica Howard, MS and Kenya Oduor, PhD

**Sign up to become a mentee by scanning this QR code
or completing this [short form](#).**



HFES BIPOC AG

Mentorship Program

The HFES BIPOC Affinity Group (Diversity and Inclusion outreach) is launching a MENTORSHIP Program in May of 2024!

- The format is mentoring in groups of 5-7.
- There will be 4 sessions.
- Each session will be of 50 minutes once every five to six weeks.
- The format for each group is 2 mentors with 4 or 5 mentees engaging in a peer-to-peer professional, shared, and confidential mentorship format with no recording.

Mentorship circles are open to any active HFES member.



2 mentors

**Mentoring groups of 5 to 7 engaging
in peer-to-peer mentorship circles**

**4 sessions of 50 minutes each, every
5 to 6 weeks starting May 2024**

**4 to 5
Mentees**

MENTORING COMMITTEE



Amrita Maguire



Asha Dektor



Dave Miller



Member Spotlight: Gwen Malone

Gwen Malone is the current Co-Chair of the HFES Diversity, Equity, and Inclusion (DEI) Committee and the founding Chair of the HFES BIPOC AG.

She was a General Motors Technical Fellow and Senior Manager of Ergonomics, GM Global Manufacturing Engineering. She led General Motors Global Ergonomics Team, setting ergonomic policies and direction for the automaker. Gwen's team collaborated globally across multi-functional engineering and manufacturing teams and GM unions where she directed the implementation of strategies to prevent or address the ergonomics and safety and health of GM world-wide employee population.

Gwen served on the United States Council Automotive Research (USCAR)
- Manufacturing Technical Council,

alongside Ford and FCA, where she collaborated with universities and other industry leaders to improve virtual technologies and ergonomic standards and best practices for the industry.

She led and chaired several key diversity initiatives for General Motors Women and African Americans Ancestry. She has received several GM and external awards and served as chair of several professional committees.

Gwen holds a BS from Eastern Michigan University and MPH U-M Ann Arbor.

With thirty-plus years in the automotive manufacturing industry, she has the ability to develop strategies and practical technical methodologies across the many different HFES domains and other organizations.

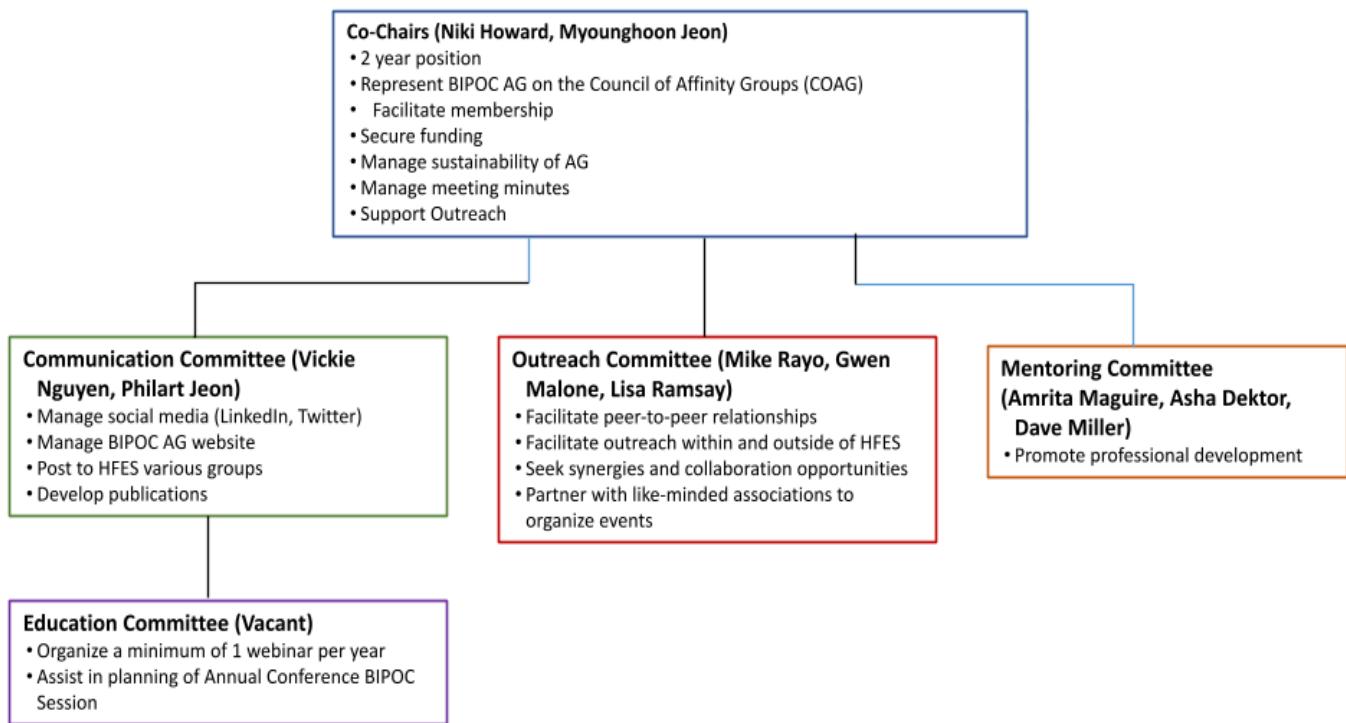
Gwen is committed to the advancement and promotion of the HFES community and field.

Additional Achievements

- General Motors Research & Development - Charles McCuen Special Achievement Innovation Award for work on "Digital Human Modeling Efficiency Toolkit and Math-based Ergonomics Process," 2010
- General Motors Safety Fellow Award, 2004
- General Motors Chairman's Honor Award, 2002
- Powertrain Semi-Automatic Piston Stuffing Design U. of Michigan, School of Public Health Award, 1993
- Warren Cook Award for Outstanding Scholarship in Industrial Health
- General Motors Fellowship Award, 1990

BIPOC AG Committees

2023



Resources



AISES



NSBE



SASE



SHPE

