



Equity Ethics Scale (EES)

Survey Instructions

Please rate how much you agree or disagree with the following statements:

Scale: 1, Strongly Disagree; 2, Disagree; 3, Neutral; 4, Agree; 5, Strongly Agree

Construct		Item
Equity Ethos	1	I know that my responsibility is to challenge gatekeeping mechanisms that keep others out of my field.
	2	I value applying my engineering and/or computing skills to work toward redistributing resources equitably across society.
	3	My engineering and/or computing work can serve as a pathway to address social inequities.
	4	I use my position to promote equity whether it is expected of me or not.
	5	Promoting equity is a natural extension of my engineering and/or computing skills.
	6	It is important that I use my engineering and/or computing skills to positively impact marginalized groups.
	7	Ideally, the work that I do should be inclusive of all people who face social inequities.
	8	I recognize that the fields of engineering and/or computing have deep roots within Eurocentric norms and colonization.
Equity Action	9	My engineering and/or computing work help marginalized groups in society.
	10	The work that I do is oriented toward social justice.
	11	My work seeks to disrupt the existing power structure.
	12	My engineering and/or computing work helps social causes that focus on people who suffer from the effects of discrimination and social inequities.

The EES is available for use by researchers and practitioners studying equity in STEM. Those utilizing the scale in their research or evaluations must provide proper attribution and cite the original work.

Suggested citation:

McGee, E., Engelman, S., & Bui, B.C. (2025, April 23-27). *Equity ethics: A new tool for measuring and promoting justice in STEM fields* [Conference presentation]. American Educational Research Association Annual 2025 Meeting, Denver, CO, United States.