Civil and Environmental Engineering
Diversity and Inclusion Strategic Plan

Goal 1. Increase interest in Civil & Environmental Engineering majors and career paths for diverse high school youth

Objective 1: The CEE D&I committee will be a resource for best practices and approaches.

The CEE D&I Committee will:

I. Encourage faculty and students to present to middle/high school classes visiting MTU
II. Support efforts to attain funding for transportation stipends for under-represented high schools to visit MTU and specifically the CEE Department
III. Support efforts to attain funding to support CEE faculty and students to visit under-represented high schools in Michigan to increase interest in MTU’s CEE Department as a post-secondary option, choice of major, and future career path
IV. Support efforts to attain funding to support under-represented student chapters of professional organizations to visit under-represented high schools in Michigan to increase interest in MTU’s CEE Department as a post-secondary option, choice of major, and future career path
V. Support efforts to attain need-based funding to support under-represented high school students choosing to enroll in CEE

Goal 2: Create a diverse and inclusive CEE Department

Objective 1: Increase the CEE Department’s understanding of diversity and inclusion issues and ensure that the CEE Department presents itself in a way that is welcoming and inclusive of diverse current and potential graduate & undergraduate students, staff, and faculty

The CEE D&I Committee will:

I. Collaborate with the CEE Communication Committee to ensure that diversity is well represented in venues such as the CEE website, blog, wall displays, departmental publications, banners, and other materials
II. Conduct biennial surveys of students, staff, and faculty regarding diversity & inclusion and review responses to identify strategies that address concerns
III. Identify and submit names to the Department Chair for consideration as CEEPAC members that will increase diversity within the organization
Objective 2: Foster spaces for CEE Department students, staff, and faculty to learn about respect for difference and its benefits and contributions to improving our future

The CEE D&I Committee will:

I. Collaborate with the Department Chair to provide at least one on-campus departmental-wide training each year
II. Annually host one or more invited speakers to learn how to highlight and address opportunities in civil and environmental engineering that foster diversity and social equity
III. Assist the CEE Chair in encouraging CEE faculty, staff, and students to participate in lectures, classes, workshops, and other events related to multiculturalism and diversity

Objective 3: Develop and implement a code of right relations for CEE Department students, staff, and faculty reflecting respect of difference and its benefits and contributions to improving our future.

I. Recommend to departmental committees and groups how to include D&I initiatives into promotion, tenure, and evaluation processes within the department.