Civil, Environmental, and Geospatial Engineering Department

Diversity and Inclusion Strategic Plan

Goal 1: Increase interest in Civil, Environmental, and Geospatial Engineering majors and career paths for diverse high school youth

Objective 1: The CEGE DEI committee will be a resource for best practices and approaches.

The CEGE DEI 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 underrepresented high schools to visit MTU and specifically the CEGE Department
III. Support efforts to attain funding to support CEGE faculty and students to visit under-represented high schools in Michigan to increase interest in MTU’s CEGE 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 CEGE 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 CEGE

Goal 2: Create a diverse and inclusive CEGE Department

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

The CEGE DEI Committee will:

I. Collaborate with the CEGE Communication Committee to ensure that diversity is well represented in venues such as the CEGE 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 Professional Advisory Board members that will increase diversity within the organization
Objective 2: Foster spaces for CEGE Department students, staff, and faculty to learn respect for difference and its benefits and contributions to improving our future

The CEGE DEI 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 CEGE Chair in encouraging CEGE faculty, staff, and students to participate in lectures, classes, workshops, and other events related to multiculturalism and diversity

Objective 3: Include DEI concepts throughout CEGE activities.

The CEGE DEI Committee will:
   I. Recommend to departmental committees and groups how to include DEI initiatives into promotion, tenure, and evaluation processes within the department to the extent consistent with the faculty handbook