

## **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.