

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 under-represented 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