

ASEE CDEI Strategic Plan Draft

The Team

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The Process

Our goal was to be as open and transparent as possible about the process. [Read it here.](#)

If you have questions or see places where we can improve clarity and transparency, please let Meagan Pollock know.

CDEI Values/Priorities



OUR VALUES



PARTNER

We partner with ASEE groups to assess and implement equitable and inclusive policies and practices that advance ASEE's vision, mission, values, and goals.



MODEL

We listen to the needs of ASEE members, and seek to lead authentically, transparently, and inclusively by modeling best DEI practices.



EMPOWER

We aim to cultivate a supportive, respectful, and accountable community that empowers us to strive for diversity, equity, inclusion, and justice in engineering.



GROW

We provide opportunities and support for the engineering education community to grow in their DEI knowledge, capabilities, and effectiveness.

Partner: We partner with ASEE groups to assess and implement equitable and inclusive policies and practices that advance ASEE's vision, mission, values, and goals.

Model: We listen to the needs of ASEE members, and seek to lead authentically, transparently, and inclusively by modeling best DEI practices.

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Objectives and Key Results

Partner: We partner with ASEE groups to assess and implement equitable and inclusive policies and practices that advance ASEE's vision, mission, values, and goals.

- We will ensure HQ, divisions, sections, and zones get information about CDEI events so they can pass the information along to their constituents
 - We share CDEI news at least monthly
 - We post updates on Hub?
 - We maintain a shared calendar.
 - We update the website monthly.
- We will support divisions in adding meaningful DEI language to their bylaws.
 - We will conduct an audit of division bylaws to benchmark.
 - X% of divisions receive 1-1 coaching on how to create customized meaningful DEI statements
 - XX% of divisions will have customized DEI statements by the end of end of strategic plan cycle?
- We will build capacity for divisions, sections, and zones to contribute quality diversity papers.
 - More paper quality metrics here?
 - XX% of divisions, sections, and zones will participate in training for DEI award papers annually.
 - STEPWISE YEAR 1 =40%, etc.
- We will support HQ, and leaders of divisions, sections, and zones to conduct organizational Equity Audits (May need a new committee?)
 - We will develop a template for an equity audit, adapting existing instruments.
 - We will develop baseline metrics for annual tracking and share as a model for other ASEE groups to emulate.
 - We will provide coaching/training on how to implement it. (we will NOT implement it)
- We will provide advice to ASEE HQ as a partner on DEI issues as needed
 - We will have at least two CDEI members participate in ASEE strategic planning.

Model: We listen to the needs of ASEE members, and seek to lead authentically, transparently, and inclusively by modeling best DEI practices.

- We will conduct and share the results of an annual survey of CDEI members.
 - We will develop an annual survey to assess the extent to which we are listening and serving in line with our values. (need a committee to focus on assessment)
 - We will ask how people are becoming more comfortable having conversations about DEI topics with colleagues and students.
- We will grow leadership from within by nominating existing members for CDEI leadership positions.
 - Open positions will have at least two (?) email calls sent out during the month the position's call for nominations is open.
- We will improve accessibility, inclusivity, and transparency in CDEI operations
 - We will create and share guidelines for improving CDEI operational accessibility, inclusivity, and transparency.
 - We will define, articulate and share CDEI's philosophy and approach to DEI work. (new committee/taskforce?)

Empower: We aim to cultivate a supportive, respectful, and accountable community that empowers us to strive for diversity, equity, inclusion, and justice in engineering.

- We will expand our CDEI membership and level of participation and engagement.
 - We will audit our “membership structure” and ensure it is clear and inclusive.
 - We will host an annual campaign to invite all ASEE members to participate in the CDEI.
 - We will track the demographic diversity of CDEI membership.
 - We will implement a system to track attendance across all CDEI meetings, events, and efforts.
- We will provide community-building activities that nurture the well-being of our membership. (new team?)
- We will support members embracing difficult conversations with openness and empathy and handling discomfort inherent in DEI work.
 - We will provide encouragement to members who may be under attack for their DEI work.

Grow: We provide opportunities and support for the engineering education community to grow in their DEI knowledge, capabilities, and effectiveness.

- We will provide professional learning opportunities at the annual conference.
- We will provide virtual learning opportunities.
 - At least 6 per year.
- We will post meaningful content on our website.
 - At least 1x per month.
- We will spotlight scholars on our website.
 - At least 4x per year?
- We will highlight DEIJ in engineering success stories.
 - At least 4x per year?
- We will exercise influence to promote DEI in ASEE publications (new committee?)
- We will provide training for people interested in leading DEI workshops.
- We will provide or partner with divisions, sections, and zones for PD to broaden DEI capacity.
- We will provide training for authors on how to write a quality DEI paper.