



2022-06-16

The CDEI has finalized our third strategic plan, designed to carry us through the next **five years**. Our goal was to be as inclusive, collaborative, and transparent about the process as possible, and you can see a description of the five-month journey and our contributors on our website.

The new plan anchors around four priorities, and each has five objectives.

We submit this plan for board approval.

To accomplish the new plan:

- Every objective is assigned to a committee or team.
- We are forming five nascent teams to complement the seven formal committees outlined in our bylaws.
- Each committee/team will articulate its annual strategy (measurable goals and priorities that support each objective) by September 1 each year.
- We will use a tracker file to help us monitor progress towards our goals throughout the year, a summary of which we will reflect in our annual reports to the board.

We are excited to employ a strategy that extends opportunities for participation, flattens hierarchy to enable more leadership options, and expands our capacity to reach our vision and mission in support of ASEE.

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Strategic Planning
Process and
Contributors



Strategic Plan



Tracker Tool
(Work in Progress)



Committees &
Teams

VISION (unchanged)

ASEE envisions widespread, inclusive, and equitable environments in engineering, academia, and industry that embrace individual differences and leverage diversity for a better engineered tomorrow.

MISSION (unchanged)

- To increase visibility and discussion of diversity issues.
- To help develop inclusive and pervasive environments for all engineers to thrive.
- To facilitate and encourage use of translatable strategies that enable both bottom up and top down empowerment.

VALUES AND PRIORITIES



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.

We are guided by four key values and priorities, each of which has five objectives. Every objective is assigned to a committee or team, indicated in the third column on the following two pages. Each committee/team will articulate its annual strategy (measurable goals and priorities that support each objective) by September 1 each year for accountability.

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.

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|-----------|---|----------------------------|
| P1 | We will ensure HQ, Divisions, Sections, and Zones get information about CDEI events so they can pass the information along to their constituents. | Communication |
| P2 | We will build capacity for Divisions, Sections, and Zones to contribute quality diversity papers. | Awards |
| P3 | We will support HQ, and leaders of Divisions, Sections, and Zones to conduct organizational Equity Audits. | *Institutional Change Team |
| P4 | We will provide advice to ASEE HQ as a partner on DEI issues as needed | *Institutional Change Team |
| P5 | We will partner with Divisions, Sections, and Zones to broaden DEI capacity. | *Outreach Team |

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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|-----------|--|-----------------------------------|
| M1 | We will conduct and share the results of an annual survey of CDEI members. | Strategic Planning/
Assessment |
| M2 | We will grow leadership from within by intentionally developing and nominating existing members for CDEI leadership positions. | Executive |
| M3 | We will improve accessibility, inclusivity, and transparency in CDEI operations. | Executive |
| M4 | We will draft responses to key events for timely advocacy or to encourage diversity, inclusion, or equity policies. | Policy/Letters |
| M5 | We will monitor and measure progress towards our collectively developed strategic plan. | Strategic Planning/
Assessment |

EMPOWER

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

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|-----------|---|--------------------------|
| E1 | We will expand our CDEI membership and level of participation and engagement. | *Outreach Team |
| E2 | We will provide community-building activities that nurture the well-being of our membership. | *Community Building Team |
| E3 | We will support members embracing difficult conversations with openness and empathy and handling discomfort and burnout inherent in DEI work. | *Encouragement Team |
| E4 | We will coordinate activities for the ASEE Annual Conference that showcase CDEI and broaden participation. | Conference Planning |
| E5 | We will spotlight scholars and DEIJ in engineering success stories. | Awards |

GROW

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

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|-----------|---|--------------------------|
| G1 | We will provide professional learning opportunities at the annual conference. | Professional Development |
| G2 | We will provide virtual learning opportunities. | Professional Development |
| G3 | We will post meaningful, action-focused content on our regularly updated website. | Communication |
| G4 | We will exercise influence to promote DEI in ASEE publications. | *Spotlight Team |
| G5 | We will provide training for people interested in leading DEI workshops. | Professional Development |

CURRENT COMMITTEE (per Bylaws)

Strategic Planning/Assessment The Strategic Planning & Assessment Committee helps maintain and track the progress of the ASEE CDEI Strategic Plan with the guidance of the CDEI Leadership Team and in coordination with appropriate committees.

Professional Development The Professional Development Committee is responsible for reviewing submissions and coordinating with presenters for the CDEI workshops held at the annual conference. The PD Committee also supports CDEI and ASEE by organizing virtual workshops and communities of practice throughout the year.

Policy/Letters The Policy & Letters Committee drafts responses to key events for timely advocacy or to encourage diversity, inclusion, or equity policies.

Executive The Executive Committee serves as the organization's leadership body and ensures CDEI's goals are being accomplished by requiring accountability from all other Committees. The Executive Committee is chaired by the CDEI Chair and consists of the CDEI's Leadership Team (Incoming Chair, Chair, and Past Chair), the Other Standing Members outlined in Article IV, and all Committee Chairs.

Conference Planning The Conference Planning Committee oversees program activities for the ASEE Annual Conference and other conferences where the CDEI chooses to have a presence.

Communication The Communication Committee coordinates communication efforts for the CDEI. This includes the ASEE CDEI Blog, ASEE CDEI Twitter, and CDEI's website. This committee coordinates messaging and seeks new content.

Awards The Awards Committee manages the ASEE Best Diversity, Equity, and Inclusion Paper competition and the ASEE Constituent Diversity, Equity, and Inclusion Award. The Awards Committee Chair will oversee the award selections to ensure that the ASEE Board-approved processes are followed.

NEW TEAM

**Spotlight Team*

The Spotlight Team will exercise influence to promote DEI in ASEE publications and will partner with the Awards committee to spotlight scholars and DEIJ in engineering success stories on our website.

**Outreach Team*

The Outreach Team will expand our CDEI membership and level of participation and engagement, and broaden DEI capacity through partnerships with divisions, sections, and zones.

**Institutional Change Team*

The Institutional Change team will support HQ as a partner on DEI issues as needed, and leaders of divisions, sections, and zones to conduct organizational Equity Audits.

**Encouragement Team*

The Encouragement Team will support members embracing difficult conversations with openness and empathy and handling discomfort and burnout inherent in DEI work.

**Community Building Team*

The Community-Building Team will provide community-building activities that nurture the well-being of our membership.