

## KEY ACHIEVEMENTS AND METRICS

### Organizational Communication and Collaboration

#### *Executive Team:*

- Published a guide for Standing Members and Delegates to clarify roles within the CDEI structure. [↗](#)
- Hosted 8 open meetings to foster DEI collaboration.

#### *Communication Committee:*

- Released 7 blog posts [↗](#) and increased LinkedIn [↗](#) followers by 64% to 325, maintaining engagement despite challenges with Twitter.

#### *Strategic Planning and Assessment Committee:*

- Facilitated a roundtable that resulted in a strategic report which was positively received by the ASEE board, influencing future DEI strategies. [↗](#)

### Educational Initiatives and Professional Development

#### *Professional Development Committee:*

- Conducted four virtual learning sessions with 145 participants. [↗](#)
- Facilitated 15 sessions at the 2023 conference and planned 18 sessions for the 2024 conference. (2024 flyer [↗](#))

#### *Institutional Change Team:*

- Organized a panel on DEISJ integration into engineering curricula, drawing on expertise from key academic figures. [↗](#)

### Community Engagement and Volunteer Recognition

#### *Outreach Committee:*

- Developed two networking events and a Networking Bingo game for the 2024 conference to enhance participant interaction.

#### *Community Building Team:*

- Facilitated a volunteer appreciation event and 3 community discussions on navigating anti-DEI sentiments, consistently engaging attendees.

#### *Encouragement Team:*

- Issued 24 personalized Letters of Recognition to acknowledge volunteer contributions to DEI. (See example [↗](#))

### Resource Development and Visibility

#### *Executive Team:*

- Raised \$10,000 from Chevron, used in part to purchase new CDEI-branded materials [↗](#). Half funds the '24 ASEE Member booth.

#### *Conference Planning Committee:*

- Coordinated booth activities at the 2023 conference and secured a prime location for the 2024 conference to maximize visibility.

### Recognition and Awards

#### *Awards Committee:*

- Managed 29 nominations for the Best DEI Paper Award, marking a 10% increase from the previous year.
- Announced four finalists for the award, highlighting innovative DEI research within the engineering community. [↗](#)

## STRATEGIC IMPACT & FUTURE DIRECTIONS

#### *Volunteer Engagement and Committee Work:*

Recognizing the need to boost volunteer involvement and cohesion and unity of efforts across ASEE, future efforts will focus on enhancing volunteer recruitment and retention strategies, aiming to increase active participation across all committees.

*Increased Visibility:* Through effective use of digital platforms, communication, and strategic event placements, CDEI has increased its visibility and impact within and outside of ASEE.

*Recognition and Motivation:* The initiatives to recognize the contributions of volunteers have proven essential in maintaining engagement levels and motivating continued participation and leadership of DEI efforts.

*Strategic Alignment:* The outcomes of the roundtable report and feedback from the ASEE board have positioned the CDEI to improve alignment with broader organizational goals.

This summary reflects the accomplishments and strategic goals of the CDEI committees over the past year, emphasizing the commitment to enhancing volunteer engagement and optimizing committee functions in the future. Moving forward, CDEI is set to refine its volunteer engagement strategies to ensure sustained growth and effectiveness in promoting diversity, equity, and inclusion.

**2023-24 CDEI LEADERSHIP**  
MEAGAN POLLOCK, *Chair*  
HOMERO MURZI, *Past Chair*  
CHRISTINA ALSTON, *Incoming*  
SINDIA RIVERA-JIMENEZ, *Incoming Elect*