Engineering Systems and Environment  
Diversity, Equity, and Inclusion Committee

Summary and Response to DEI Related Emails from 06/23/20 – 07/05/20

The purpose of the summary is to recap the comments on DEI matters shared by the ESE community via open email dialog, confidential emails to the DEI committee, anonymous surveys, one-on-one forums, and open forums. It will also present actions that the committee proposes in response to requests for action by the ESE community.

Summary of Responses

Over the reporting period there were no views shared on issues of racism, diversity, equity, inclusion, and injustice via the department-wide email exchange. There were no anonymous feedback survey responses and no forums.
Summary of Suggested Actions & DEI Proposals for Action

1. The DEI committee is asking ESE graduate students and faculty, to prepare an Expectations Document, which provides guidelines for expected behavior and performance in the student-advisor relationship. The DEI communications subcommittee is willing to facilitate this work.
   a. The DEI Committee Chair will ask the ESE Graduate Students Council to consider preparing the Expectations Document.

2. Encourage the faculty and graduate students to start pursuing diversity recruitment efforts. An independent recruitment chair needs to be appointed and tasked with this.
   a. The DEI committee has appointed a recruitment, retention, and advancement subcommittee (see table below). They have begun their work and will report to ESE each week.

3. We implore the DEI Committee & ESE Department leadership to create a fellowship fund for Black students in Virginia wanting to attend graduate school.
   a. The DEI committee has recommended to the department leadership that funds be allocated to support at least two ESE graduate fellowships. Budget in progress.
   b. The DEI committee has appointed a community programming and outreach subcommittee (see table below). They have begun their work and will report to ESE each week.

4. Push the faculty to create funding opportunities for students that include racial equality themes in their research.
   a. The DEI committee will present this request to the ESE faculty and solicit recommendations for implementing it. This will occur at the faculty meeting on 20.07.08.

5. Push faculty to consider the challenges that underprivileged undergraduates face in the classroom, especially in comparison to their more privileged peers. Our new digital prowess as a result of the pandemic may offer solutions in this area.
   a. The DEI committee will present this request to the faculty and offer to host open forums with students as well as with invited speakers to educate our community and implement this request. We will ask the ESE community to participate in developing activities and metrics to chart our progress in this action. This will occur at the faculty meeting on 20.07.08.

6. Working directly with HBCUs as a whole for recruitment or working to merge with VSU engineering like Prof Lambert suggests, would both be a great way to specifically encourage Black engineers to consider UVa for a graduate program.
a. The DEI recruitment and retention subcommittee has taken up this matter. They have begun their work and will report to ESE each week.

7. Provide avenues and support for efforts by students to engage with local K-12 schools to “prime the pipeline” of students, especially students of color to consider entering ESE.
   a. The DEI subcommittee on community programming and outreach is preparing a forum for ideas to implement this. They have proposed a budget to facilitate this activity. The budget will be presented to the ESE department on 20.07.14.

8. Provide avenues for and support efforts by students to engage with the Charlottesville community.
   a. The DEI subcommittee on community programming and outreach is preparing a forum for ideas to implement this. They have proposed a budget to facilitate this activity. The budget will be presented to the ESE department on 20.07.14.

9. Other items in progress:
   a. ESE DEI website
      i. More timely summaries of the emails. Made current in this update.
      ii. Post the weekly updates for comment. In progress.
      iii. Post metrics and polls for review of progress on action items. To be developed.
   b. ESE DEI committee Mission Statement (posted as Google doc for editing by ESE community).
   c. ESE DEI Vision Statement (posted as Google doc for editing by ESE community).

We welcome suggestions from our community for specific actions to implement items from the list of demands circulated by UVA’s BSA, referenced above.

The DEI committee is committed to a transparent, participatory and iterative approach to achieving our vision of a truly diverse, equitable, and inclusive ESE.
### DEI Subcommittees*

<table>
<thead>
<tr>
<th>Subcommittee</th>
<th>Purpose</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications</td>
<td>Facilitate open dialogs on DEI issues. Host open discussions with relevant experts.</td>
<td>Jose Gomez, Andres Clarens, Kelsey Hollenback, Saran Mishra</td>
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<tr>
<td>Community Programming &amp; Outreach</td>
<td>Facilitate community engagement activities: K-12, community participation</td>
<td>Michelle Busby, Shravan Sreekumar, Arsalan Heydarian, Courtney Rogers</td>
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<tr>
<td>Recruitment &amp; Retention</td>
<td>Facilitate efforts to recruit, retain, and advance diverse students, staff, and faculty in ESE. Facilitate DEI education and training for ESE community.</td>
<td>Leidy Klotz, Jon Goodall, Tina Tang, Shelley Thomas</td>
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<tr>
<td>Weekly Updates</td>
<td>Provide periodic updates on DEI commentary and progress on action plans to ESE.</td>
<td>Garrick Louis, Lisa Colosi-Peterson, Sadegh Eghdam, Patrick Hancock</td>
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</tbody>
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*We welcome members of the ESE community to join as ex-officio members of these subcommittees to engage in doing the work.*

Respectfully submitted by Garrick Louis. Chair of the ESE DEI committee. 20.07.07.