

Mechanical Engineering Task Force on Diversity, Equity, and Inclusion

- **Goal:** Enhance our campus community by ensuring diverse representation among our faculty, staff, and students, and creating an inclusive environment that enables all persons to participate, prosper, benefit, and reach their full potential.
- **Membership and organization:** 24 faculty, staff, and students grouped into 4 subcommittees.

Co-chairs: Eva Mergner and Doug Weber

Representation
co-chairs:
Dev Sarma and Joe
Norby

Mentorship co-chairs:
Jackie Godinez and
Seema Kamath

Education and Training
co-chairs:
Emma Benjaminson and
Allison Rojas

Outreach co-chairs:
Ashley Dalrymple,
James Zhu, Victoria
Webster-Wood

Current Initiatives

- **Representation:** 1. Orientation week training including addressing microaggressions, 2. Evaluate how DEI is communicated in syllabi, 3. Evaluate and report on BRIDGE programs, reimagining Qualls, other resources for URM students
- **Outreach:** 1. Review existing Outreach, 2. Create Outreach Dashboard for MechE, 3. Opt-in mailing list for Outreach opportunities: meche-outreach
- **Mentorship:** 1. Create a list of current mentorship opportunities across CMU, 2. Start professional development series with first program S21, 3. Start a multi-phased peer mentorship program
- **Education and Training:** 1. Encourage CIT to add a DEI requirement to their Gen ed requirements, 2. Initiate a cross departmental conversation group (including short readings and videos to preview), 3. Initiate a top-down push for inclusive teaching practices in MechE classes.
- **Other efforts:** Participation in faculty candidate interviews, roundtable discussion on inclusive teaching practices, graduate student recruiting events.