

**Diversity, Equity, and Inclusion Plan**

**Florida International University**

**College of Engineering and Computing**

**January 10, 2018**

**Introduction**

The College of Engineering and Computing at Florida International University is committed to the diversity, equity, and inclusion of all persons in our community regardless of race, ethnicity, religion, gender, age, socioeconomic background, sexual orientation, and disability.

Engineering, as a discipline, strives to push humanity to the pinnacle of our intellectual and technological potential. Creating a diverse educational environment is the key to helping future engineers propel their own communities, and society as a whole into the next phase of human achievement. Diversity of culture/ethnicity, race, gender, thought and ability leads us to challenge assumptions, and act as agents of change.

This need for diversity in engineering education is not only felt at the individual university level, but also at the national educational and professional levels. The FIU College of Engineering and Computing (CEC) already has a record of institutional commitment to the diversity of both our faculty and staff and student body. The College has been consistently ranked among the top by the American Society of Engineering Education (ASEE) for our commitment to awarding degrees to Women, Hispanic, and Black/African-American engineers and computer scientists.

As a college, we subscribe to the main goals laid out by the ASEE Engineering Deans Council. These goals represent a responsibility to develop a diversity plan that addresses the national need and strengthens recruitment of underrepresented groups to the faculty, staff, and student body.

We must remember that “diversity” does not only refer to gender, race, or ethnicity. Diversity of thought, experiences, and perspective are just as important, if not interconnected with the aforementioned traits. Fresh ideas are borne of malleable minds, and it is our duty to coordinate the conditions that allow for such creativity.

Our strategic plan will encompass all levels of the college; faculty and staff, postdoctoral scholars, graduate, and undergraduate. A holistic approach to diversity is the only way to make sure we achieve our goals. In accordance with the university and college’s strategic plan for diversity, equity, and inclusion, each department will develop their own plans to further fit their areas of focus and micro-climate.

**Vision**

The FIU College of Engineering and Computing will be a model of educational excellence, diversity and social responsibility for the benefit of our faculty, staff, and student body, as well as, for the wider world.

**Mission**

The FIU Diversity, Equity, and Inclusion Plan adopted at the College of Engineering and Computing will create a community of informed, thoughtful, and globally engaged engineers and computer scientists. Leadership and service to society are essential characteristics that we will instill in our students and faculty. We understand the importance of the interconnectedness of our unique voices, and the potential impact that diverse minds, , in particular historically underrepresented minority groups and women, can have on reflecting the priorities of the university and national agenda.

**Strategic Goals for Diversity, Equity, and Inclusion**

*Establish a Diversity Leadership Committee and Management Team*

This team will will be appointed by the Dean and advocate for diversity, equity and inclusion in the college. This group will meet each semester to focus on internal and external recruitment and mentoring of faculty, postdoctoral fellows and research staff (collectively referred to as faculty) to ensure the continuity of our diversity, equity, and inclusion goals.

* The group will be comprised of current committee members and other college stakeholders. Together, they will work closely with the Office to Advance Women, Equity, and Diversity (AWED) to standardize our mentoring practices so we can better develop the mentor/mentee relationships.
* Two tenured faculty members will become “Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE)” Facilitators based on their commitment to diversity, equity, and inclusion. As part of the STRIDE program, facilitators will participate in intensive study of literature on decision-making, implicit bias, and best practices for ensuring a well-qualified and diverse faculty. An honorarium of $2k per year will be offered to each STRIDE facilitator.
* College leadership will promote STRIDE training for all faculty members and their participation in FIU ADVANCE activities.
* College leadership will identify one member of each search committee to serve as a diversity advocate. Diversity Advocates will receive training from AWED/STRIDE members; training will begin in Spring 2018. This member will be responsible for best practices as outlined by STRIDE, FIU ADVANCE, and the AWED Office.

*Recruit and Retain a Diverse Faculty and Research Staff*

The college will make a concerted effort to recruit and retain faculty from underrepresented minority groups in engineering that include but are not limited to: Women, Black/African-Americans, and Hispanic-Americans.

* All members of college and departmental search committees will participate in STRIDE training with university leaders. The goal of the training is to enhance their awareness of implicit biases and other recruitment challenges.
* The Dean will reserve the right to re-open or close faculty positions based on the diversity of the applicant population, in the event that the short list or interview list is not diverse but there is diversity in the applicant pool.
* Grow female, Hispanic-American, and Black/African-American and other underrepresented minority tenure/tenure track faculty numbers with a goal to be reflective of the diverse student body within the College of Engineering and Computing. As of Fall 2017, the College employs **16** tenure/tenure track female faculty members, 5 Hispanic, and 3 Black/African Americans.]
* Place job advertisements in engineering and computer science magazines, websites and venues, such as IEEE Women in Engineering, SWE Magazine, Equal Opportunity Publications and Chronicles of Higher Education.
* Establish continued presence at events at national professional conferences and participate in conference sponsored women, LGBTQ, and other underrepresented minority groups. Conduct proactive outreach to colleagues and post-doctoral scholars to enhance targeted recruitment efforts at national conferences. Utilize recruitment forums and facilities at conferences to conduct on-site interviews with potential candidates. The College will continue to fund, promote diversity outreach through the CEC Office of Diversity.
* Co-sponsor 50/50 two to three postdoctoral fellows for women and minority group candidates. This will allow engagement of these postdoctoral fellows and cultivate relationships that could potentially lead to full-time faculty positions.
* Institute a college-level workshop series for assistant professors, post-doctoral scholars, and researchers to help prepare them for job applications and support them during the tenure and promotion process. This effort can also serve for recruiting diverse candidates to our campus.
* Conduct regular evaluation of equity raises to allow retention of minority groups.
* Assign a mentorship committee that will help and guide the careers of junior faculty. Prepare an Individual Development Plan (IDP) for junior faculty and provide incentives.
* Provide junior faculty with opportunities to improve their grant writing through workshops and outside training programs.
* Provide opportunities for faculty to gain management and leadership experience through strategic initiatives. Opportunities will include shadowing of Associate Deans and Directors as well as participation in strategic initiatives. This will help junior faculty prepare for future administrative positions, as well as, provide fresh ideas and influence within the college leadership.

*Create a community of globally engaged faculty that share the responsibility of establishing a welcoming environment for a diverse population*

Upholding the principles of diversity and inclusion, we will create a campus climate where our faculty feel respected and safe to act as agents of change and innovation.

* Hold town-hall meetings to facilitate formal college-wide discussions on the importance of diversity in the engineering and computing professions.
	+ Each department will be required to invite a minimum of **2** speakers from an underrepresented groups per semester for their departmental lecture series.
* Encourage support of FIU’s campaign to expand education on unconscious bias, bystander intervention, and resources for women and URM Faculty. All members of the College of Engineering and Computing must be aware of the resources available to themselves, their colleagues, and their students.
* Each department will develop a plan to address diversity issues specific to their areas of focus and micro-climate. In doing so, the departments will work with the FIU ADVANCE and the AWED Office to implement specific measurable strategies. They will attend the STRIDE workshops that AWED announces and be encouraged to participate in the research that is being done as part of the NSF ADVANCE grant. Participation in these activities may be included as part of the department’s Diversity & Inclusion activities in the annual departmental report.
* Each department will be encouraged to invite STRIDE Facilitators to conduct workshops and lead dialogues with departmental faculty to review best practices.
* In coordination with departments, the college will identify spaces that are supportive of different abilities for a diverse population.
* The College will continue to highlight accomplishments of our faculty and post-doctoral scholars from underrepresented groups in the engineering and computing community through the college’s website, social media accounts, and printed materials. -
* The College will identify a “Diversity Excellence” award for departments.