Diversity, Inclusion, and Equity Committee (DEIC)

Mission: Our mission is to enhance the educational and professional experiences of all students, faculty, and staff by promoting a culture of belongingness and acceptance where all individuals and groups are empowered, protected, and celebrated. We will accomplish this mission by aiding the MSE leadership in fostering diversity, advancing equity, and promoting inclusion in all spheres of the Department, including but not limited to departmental culture, student life, outreach, mentorship/advising, and faculty/staff/student recruitment and retention. Committee actions will be centered on educating, promoting, and strengthening one or more of the following three values:

- **Diversity** refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender and gender identity, age, religion, language, disability status, sexual orientation, socioeconomic status, geographic region, and more.
- **Equity** refers to actively working to identify and eliminate barriers that have prevented full participation across differences in culture and circumstance, specifically redressing the exclusion of historically underrepresented groups in higher education. Attention to equity involves ensuring access, opportunity, and advancement for all students, faculty, and staff in every stage of education and career development.
- **Inclusion** refers to the act of creating environments in which individuals and groups feel welcomed, respected, supported, and valued by eliminating practices and behaviors that marginalize. An inclusive climate embraces differences and offers respect in words and actions so that all people can fully participate in the university’s opportunities.

Implementation of Mission: The committee will execute the mission via the following activities:

1. Meeting on a monthly basis
2. Setting and accomplishing one main action item per semester that forwards the mission
3. Presenting to faculty and staff at a faculty meeting once a semester
4. Providing mentorship training resources to students, faculty and staff as well as engaging in mentoring activities off- and on-campus
5. Providing educational opportunities to the Department (seminar, team training, book club, etc.)
6. Providing community-building activities that promote a sense of inclusion and belongingness

Organization of the DEIC:

Membership: The Committee will be composed of members who join on a voluntary basis and serve semesterly terms. Members of the Committee can be graduate students, postdocs, faculty, and staff. One Committee Chair will be selected by the DEIC every year and will serve a paid, annual term beginning and ending in January. Meetings will be held on a monthly basis; to maintain official committee member status members must participate in over half of the meetings and/or events per semester.

Leadership: The DEI leadership will consist of one graduate student as Committee Chair along with four Initiative Leaders. The typical term for the positions are one full academic year with positions being appointed during the Spring semester of the prior year. The Committee Chair roles include the following:

- Create monthly meeting agendas and proceed over meetings
- Reporting out the progress of the DEIC at the semesterly faculty meeting
- Setting forth the yearly event schedule and semesterly action item(s)
- Collecting survey data and other metrics to measure yearly progress on the DEIC mission
- Checking in with Initiative Leaders and supporting their efforts
- Representing the DEIC at official meetings with MSE faculty members, university officials, and other community members

The Initiative Leaders will fulfill the following roles:

- **Education Initiative**: Plan and organize educational and training activities on topics of DEI such as book club, student and faculty training, town halls, and safe space discussions.
- **Outreach Initiative**: Determining areas of need in the DEI space within the community (NC State or greater Raleigh area) and organizing outreach events pertaining to these needs such as volunteering with local high schools and partnering with affiliate groups.
- **Communication Initiative**: Curate, maintain, and facilitate communication between faculty, staff and students about matters relating to committee happenings and general developments in the DEI space via listservs, broadcasting, and regular newsletters.
- **Social Initiative**: Plan social events centered around including and unifying the faculty, staff, and student bodies. Examples could include an International Food Day, cultural celebrations, meet ‘n greet with new students, and meeting with other university DEICs.

The Committee Chair will set the meeting agenda and lead the meeting, while Initiative Leaders are responsible for actions within their field. Initiative Leaders will be selected by the DEIC.

Relationship to the MSE Faculty: The DEIC will have periodic communication with faculty to communicate committee actions, financial needs, and departmental concerns. The DEI Committee Chair will be the main point of contact between the DEIC and faculty through semesterly meetings. Additionally, the Committee Chair and Communication Initiative Leader will consistently share information with faculty and staff.

Examples of DEIC Tasks:

- Semesterly faculty meeting report out
- Outreach at high schools (tours, summer researchers, REUs)
- Cultural inclusion programs
- International food day
- Educational seminars
- DEI book club
Est. 2021

- Small group within the committee to update the website (history of the Dept, African american history)
- Monthly committee meetings at breweries
- Trainings and allyship

Semesterly Goals (to be determined):

Last updated: July 27th, 2021