

## EECS Committee for Diversity, Equity and Inclusion (CDEI)

The EECS Committee for Diversity, Equity and Inclusion is established in accordance with the intentions set forth in the departmental community declaration: *Our EECS Community: We Welcome, We Include, and We Care*. The declaration calls for an EECS community that is understanding and supportive, empowered and engaged, inclusive and diverse, and welcoming for every member. Importantly, the declaration embodies three key elements: (1) a vision, (2) a call to action and (3) a promise. Creation of the EECS Committee for Diversity, Equity and Inclusion will allow us to achieve the goals identified in the call to action. [Declaration found here: <http://www.eecs.mit.edu/diversity>]

The community declaration was crafted and authored by twenty-nine members of the EECS department including undergraduate and graduate students, postdoctoral associates, staff and faculty. Over a period of six months in early 2017, these EECS community members met regularly to share their experiences and articulate their collective desire to work to achieve an EECS community that was diverse, and one that treats all members equitably and inclusively.

### CHARGE

**The mission of the CDEI is multipronged seeking to accelerate progress toward the goals set forth in the EECS community declaration. The CDEI will identify opportunities to affect climate and will create action plans (with timelines) to change departmental policies, procedures and activities, and make improvements to physical spaces. The CDEI will determine methods of education and training for the EECS community to combat bias and discrimination, harassment and sexual harassment, and behaviors that exclude. The CDEI will track progress along all dimensions appropriate to assess change in the community toward greater diversity, equitability, more inclusivity and overarching community-wide support. In addition, important to all EECS community members will be engagement and reporting; the CDEI will continually work to involve community members to gather input, and will also report out successes and failures at community-wide gatherings and smaller group-specific meetings. The current departmental declaration will provide an initial roadmap, but will require periodic updates and modifications by the CDEI.**

A number of activities to be addressed by the CDEI committee are listed below. [The CDEI committee may determine additional activities once their work is underway.]

- Assess educational opportunities and training to enhance awareness of community members with regard to implicit bias, discrimination and harassment, manners of exclusive behaviors etc.; engage with community members to encourage participation in training. All manners of training will be implemented: online, professional coaching, in-person small group training offered by MIT staff, and small group facilitated education (such as theater performance with audience engagement). Opportunities for peer

education and peer training will be examined and adopted when deemed appropriate by the CDEI.

- Review all physical spaces to identify opportunities for creating a more welcoming and inclusive environment; make recommendations to occupants of the physical space.
- Provide a manner for grievances, recommendations and advice, and feedback to be provided by the EECS community; in the case of grievances, determine recommendations for resolution.
- Collect and provide information and literature relevant to issues involving diversity.
- Engage with and support other departmental/institute diversity initiatives and activities.
- Identify and recognize with awards those individuals/groups that have taken initiative and are models of welcoming and inclusive behavior.
- Determine and request an annual budget to carry out activities and plans of committee

CDEI membership will consist of EECS community members including two undergraduate students, two graduate students, two postdoctoral associates, two staff members, two lecturers, and 3 faculty members; one faculty from each of the three EECS Faculties: Electrical Engineering, Artificial Intelligence and Decision, and Computer Science. The CDEI will engage with all EECS-affiliated institute lab (CSAIL, LIDS, MTL and RLE) leadership to partner together in achieving the goals that are identified; each lab will be asked to recommend a faculty or research staff member to be a member of the CDEI. The terms of service will be one year for students and postdoctoral associates, and two years for faculty/lecturers and staff members. Additionally, the committee chair will be a senior faculty/lecturer/staff member identified as Diversity Officer, and will be a member of the departmental leadership team; a member of the EECS headquarters will be staff to the CDEI committee.

The Chair of the CDEI, the EECS Diversity Officer, will meet regularly as a member of the department leadership team to report the activities of the CDEI, the findings and the recommendations. The CDEI committee will meet each month of the year. The CDEI annual report will include a discussion of committee initiatives and outcomes, opportunities, education and training available to EECS community members, and a report of relevant statistics to monitor progress toward achieving a diverse, inclusive and welcoming community. The CDEI will report regularly to the community in open forums such as Town Hall meetings, faculty lunches, student meetings, and in writing (annually).

The CDEI will be the change agent needed to escort the EECS community of today, 2019, to the EECS community described in the vision- an ***EECS community that is understanding and supportive, empowered and engaged, inclusive and diverse, and welcoming for every member.***