

MOSAIC MOMENTS
DEI BEST PRACTICES
TIP SHEET

HOW DO WE GET STARTED?

Look at the current activities for your section, branch, and institute. how can you modify them to be more inclusive and/or to educate members and attendees?

WHAT ACTIVITIES CAN WE DO?

The simple ideas in this table and the [ASCE Best Practices Guide](#) are excellent starting points for a section, branch, or institute working to better understand how to incorporate Justice, Equity, Diversity, and Inclusion (JEDI) into their activities, or to grow existing programs. Many of the ideas are activities implemented by sections, branches, and institutes.

Learn more about MOSAIC and explore resources at the MOSAIC website: [ASCE Diversity, Equity & Inclusion](#).

REMEMBER...

It's OK to start small!

- Form a committee and pick a few items from the table to start actions.
- Host a luncheon or webinar with a special speaker from an underrepresented identity.
- Watch an educational video as a Board on a topic related to neurodiversity.

THANK YOU...

...for your commitment to JEDI in your section, branch, and institute. You can reach out to Members of Society Advancing An Inclusive Culture (MOSAIC) for information on how to get started, or MOSAIC welcomes your ideas and lessons learned. With your help, we can continue to build on the momentum generated from ASCE's JEDI efforts.

Having a presence raises awareness and allows the program to grow – eventually you will find it becoming the standard.

Thank you for being a partner in advancing JEDI!



BEST PRACTICE GUIDE SECTIONS	EXAMPLE OF ACTIVITIES	RESOURCES
<p><u>ASSESSMENTS, ACCOUNTABILITY & TRAINING</u></p>	<ul style="list-style-type: none"> • Ensure speakers & event attendees are aware of and agree to the ASCE Code of Conduct • Participate in a mentoring program • Read and share the ASCE article Series: Equity and Infrastructure: How Infrastructure Influences Social Equity • Sponsor a DEI-focused student chapter initiative • Attend (or host) unconscious bias training 	<ul style="list-style-type: none"> • ASCE Code of Conduct • JEDI Policy Statement 417 Education • ASCE eLearning webinars (unconscious bias) • Digging into the Best Practices Resource Guide • ASCE Events Code of Conduct • "The Garden" analogy for DEI TEDx talk by Rx Racial Healing Circle creator Dr. Gail Christopher • The Shadow History of Engineering & Racial Justice by Kyle V. Davy
<p><u>INCLUSIVE EVENTS</u></p>	<ul style="list-style-type: none"> • Sponsor training sessions or webinars/video series on DEI or the MOSAIC Best Practices Resource Guide for section/branch leaders (see links under "resources") • Host a Universal Design seminar • Arrange accommodations for members with special needs such as childcare and language translation • Host meetings at accessible venues • Hold meetings and activities near public transit or at easily accessible locations • Ensure meeting locations, logistics, and times accommodate the full spectrum of members: life members, parents, students • Use closed captioning for virtual meetings. • Consider a range of needs when planning events, for example accommodate dietary restrictions or avoid conflicts with non-public holidays • Host or participate in a Diversity Day celebration event in your local community • Open meetings with a land acknowledgement moment and/or "diversity moment" 	<p>Webinars and Resources for Events:</p> <ul style="list-style-type: none"> • Best Practices Guide Webinar Series • Engineering Ethics: Social equity • Identifying & Addressing Subtle Biases in the Workplace • Overcoming Unconscious Bias in the Workplace: Part 1 • Overcoming Unconscious Bias in the Workplace: Part 2 • YMW 2021 DEI Panel: Civil Engineers Intentionally Taking Action Against Racism & Inequity • Economic Inclusion: Infrastructure as a Business Catalyst - ASCE Interchange Discussion • The Workplace Experience: Women Engineers Speak Out - ASCE Interchange Discussion • Why are Female Engineers Leaving the Profession. What Can You Do?- ASCE News Aug 2014 • Examining social equity in infrastructure • NPR article, Which Indigenous lands are you on? This map will show you. Treisman, Rachel, October 10, 2022.
<p><u>LEADERSHIP & ENGAGEMENT</u></p>	<ul style="list-style-type: none"> • Create a DEI committee to advance best practices in your section or branch • Include DEI-related goals in strategic planning efforts • Complete the Diversity, Equity, and Inclusion section of the Outstanding Section and Branch Nomination Forms to share your best practice efforts • Use the newsletter or website to celebrate an "engineer of the month" • Encourage leaders (and members) to understand JEDI Policy Statement 417 • As leaders, actively use the MOSAIC Best Practices guides. The Assessment, Accountability, and Training Best Practices Guide and Leadership & Engagement Best Practices Guide are great sources of information for leadership growth • Curious what ASCE's demographics look like nationwide? Check out the 2020 demographic profile report 	<p>ASCE Podcasts with JEDI topics can be shared with your leaders and members to raise awareness:</p> <ul style="list-style-type: none"> • Engineering a Culture of Inclusion Part 1: Time for Change • Engineering a Culture of Inclusion Part 2: Legacy of Success • Engineering a Culture of Inclusion Part 3: Making a Difference • Engineering a Culture of Inclusion Part 4: Unconscious Bias • Engineering a Culture of Inclusion Part 5: Transitions of Power
<p><u>STRATEGIC PARTNERSHIPS</u></p>	<ul style="list-style-type: none"> • Partner with a local Title 1 school (high poverty student population) to introduce CE to students. • Partner with local chapters (professional members or student chapter) of AISES, NSBE, SHPE, and/or SWE to represent CE in support of outreach to diverse students. A joint luncheon or activity is a great place to start • Partner with external organizations, such as Boys & Girls Club of America, Scouting organizations, Habitat for Humanity, Food Banks, or local EWB/Community Engineering Corps projects, Veterans organizations, and more • Engage with community/technical college pre-engineering programs 	<p>The MOSAIC website has a list of Strategic Partnerships & Alliances</p>