

Diversity Equity & Inclusion Plan
Herff College of Engineering at the University of Memphis
Submitted to ASEE November 30, 2023

Diversity Statement:

At the Herff College of Engineering, our **diversity statement** articulates our vision regarding diversity, equity and inclusion and is as follows:

“The Herff College of Engineering is committed to promoting and sustaining a diverse, equitable, inclusive, and welcoming community where everyone has the opportunity to participate fully in all the College has to offer without bias, harassment or discrimination. Our community includes people from different races, genders, ethnicities, sexual orientations, ages and socio-economic backgrounds. We speak different languages, come from different countries and cultures, practice different religions. We have different abilities, different political perspectives and life experiences. At Herff, we embrace these differences and recognize that a diverse College and an inclusive climate enriches engineering learning, fuels discovery and creativity, launches innovation, and helps develop the next generation of engineering leaders that will work together to address major societal challenges.”

Not only is UofM committed to eradicating systemic racism and promoting social justice but is committed to academic excellence via diversity and **aims to become a national model of institutional transformation** to address the challenges of race and social justice magnified during our recent and unprecedented times.

DEI Plan Objectives

This DEI plan was developed using the ASEE list of documented best practices relative to recruitment, retention, climate and culture specific to Inclusive Excellence. Multiple programs fall under more than one “best practice,” as our goal is to develop programming with maximum impact. Overall program success is measured by our enrollment, retention and certainly graduation numbers. Each program has developed metrics for success in hopes of moving the needle toward their stated objectives. The outline below plus program outcomes are further communicated in the attached narrative.

- I. Develop early alert programming to enhance retention and student success.**
- II. Develop K-14 pipeline programming to enhance awareness and access to STEM fields specifically for underrepresented populations.**
- III. Develop positive self-efficacy programming / positive identity programming relevant to outreach and retention of current students.**
- IV. Targeted First Year programs**
- V. Herff leadership team (Deans and Associate Deans) will be engaged with ongoing efforts in concert with University leadership to enhance diversity, equity and inclusion in the college and across campus.** This guideline is not limited to leadership team only, encouraged for all faculty and staff.
- VI. Scholarships and Fellowships to support underrepresented populations**