



MechE DEI Strategic Action Plan: Summary

In the coming years, MIT's Department of Mechanical Engineering (MechE) will work with the community to implement the DEI Strategic Action Plan, starting with the following strategic actions, that build upon MechE's longstanding commitment to creating a diverse, equitable, and inclusive community.

Accountability

- Develop a communication plan with a report to the community yearly on DEI progress
- Develop metrics and methods to assess DEI progress
- Develop and maintain a webpage to track progress

Resources and Fundraising

- Develop a sustainable pipeline over the next 5 years to raise expendable funds for DEI and mentorship programs—including, but not limited to, WTP, Futures, ENGAGE, and Rising Stars—with a goal of \$500K per year
- Develop a sustainable pipeline over the next 5 years to raise funds for 5 new underrepresented group (URG)-focused fellowships to increase graduate student diversity
- Identify mechanisms and develop a template to secure DEI supplemental funds through research awards

Enhancing Our Community and Culture

- Attract and retain students, postdocs, research staff, technical staff, teaching staff, support staff, administrative staff, and faculty from URGs. Strengthen and augment our existing programs that help recruit, support, and advance the success of individuals from URGs.
- Improve the student experience:
 - For undergraduate students
 - Investigate exam/assignment scheduling conflicts and the impact on students
 - Participate in MIT Teaching and Learning Lab pilot to assess inclusion and equity in teaching
 - For graduate students
 - Track student feedback and perceptions regarding their experience in the department
 - Enhance graduate advising and advisor-advisee relationships
 - Ensure an appropriate level of transparency and equitable access to information
 - Improve the graduate recruiting process to attract students from URGs
 - Facilitate the process of onboarding and finding an advisor for incoming graduate students
 - Take steps to ensure equity in the qualifying exams
 - Streamline communications to students from the department
- Invest in faculty and staff relationships:
 - Update the staff merit review process
 - Launch annual staff well-being survey
 - Assess faculty administrative and support needs
 - Review staff workloads and expectations
- Implement 360 reviews for faculty, to be complete in 2-3 years