

**THE DEPARTMENT OF MECHANICAL ENGINEERING
DIVERSITY, EQUITY AND INCLUSION (DEI) TASK FORCE
MEMBERS AT LARGE**

The Department of Mechanical Engineering, Diversity, Equity and Inclusion Task Force Members at Large will serve as an advisory and accountability group for the Task Force. The Task Force recognizes that it doesn't represent all perspectives and experiences within the Department and therefore seeks to utilize the Members at Large as a sounding board throughout the process of building an inclusive community. The Members at Large will be called upon to perform the following duties;

1. Reviewing and providing input on announcements and initiatives from the Task Force before they're distributed to the broader community.
2. Facilitating small group forums that will be conducted in the Department over the course of the Fall semester.
3. Serving as advocates for diversity, equity, and inclusion within the Department. This includes but is not limited to providing the Task Force informal feedback obtained from the community; providing input and ideas to the Task Force; and promoting Task Force activities and initiatives within the community.

Further, it is intended that the Members at Large will maintain an open line of communication with Task Force and shall feel free to communicate ideas, thoughts, and concerns at any point in the process. The anticipated time commitment for the Members at Large is two meetings per month through October and reducing to one meeting per month through the Spring Semester. Since this charge is in support of the Task Force, the original charter is appended below for convenience.

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There are many facets and aspects of people's identities within the MIT community at large, and certainly within the Department of Mechanical Engineering (MechE). These many aspects of our individual identities and experiences are the source of our diversity, and it is in everyone's best interest to work together to make our community a supportive and equitable place for everyone. For example, over the past two decades several initiatives within MIT and the MechE department have successfully increased the representation of women (e.g., as compared to the year 2000, the fraction of female undergraduates increased from 34% to 50% and the number of tenured female faculty increased by 6X). However, there is more work to be done at the graduate and faculty levels, and there are also many other facets of the MIT/MechE community that need attention in this regard. On the long-term horizon, the MechE diversity, equity and inclusion (DEI) Task Force will work to promote initiatives and activities that will make MIT/MechE an inclusive and equitable place for all groups that are marginalized and/or in need. On the shorter-term horizon, in the wake of recent events and protests against anti-Black racism around the world, MechE will take the lead on several initiatives focused on issues particular to Black community members.

In this regard, it is important context to note that MIT as a whole, has yet to fulfill the 2004 Faculty Policy Committee's unanimous resolution to *"to take all necessary and sufficient steps to increase the percent of underrepresented minority faculty by roughly a factor of two (2) within a decade and underrepresented minority graduate students by roughly a factor of three (3) within a decade."* Although the Black community only represents a portion of the groups typically understood to comprise underrepresented minorities (URMs), there is a need to focus additional efforts on addressing these resolutions, as they pertain to the Black community in the shorter-term horizon, and subsequent initiatives and efforts will follow for other URMs and/or groups within the community. Thus, one initial goal of the DEI task force is to help MechE to take a lead role in creating a more diverse, equitable and inclusive community at all levels (students, faculty and staff), so that the demographics more closely reflect that of the U.S. population and that of the world.

The DEI task force's charge will be to organize, develop and oversee the execution of activities designed to improve the department's DEI. In its first phase of activity, the DEI task force aims to address anti-Black racism, define our community values in regards to DEI in general, and develop and implement a 5-year action plan. The efforts will be targeted at: (1) increasing representation in the department, at the student, faculty, and staff levels; (2) developing activities and processes to ensure the opportunities, recognition, and experiences of members in the MechE community are equitable; (3) develop efforts to ensure inclusion, promote a culture of respect, and provide support to improve the retention and experience of our community members; (4) to develop internal

and external review procedures and protocols for assessing how successful the DEI efforts are. The DEI task force will consist of members from the faculty, staff, graduate students, and undergraduate students that will report directly to the department head. The task force will also engage with the MechE alumni community for feedback that will inform its recommendations and action plan.