

Food Serving Portion

2 sandwiches + what
is in the image



New Initiatives I: DEI

Chapter Updates

- Engineering Day
- Leadership Form
- TBPhunrun

Diversity, Equity, & Inclusion

- (d) DIVERSITY, EQUITY, & INCLUSION STEERING COMMITTEE This committee will be chaired by the Diversity, Equity, and Inclusion Chairs and will serve to assist them in coordinating the DEI activities of the chapter. This committee will consist of a maximum of 2 members of the officer corps, excluding advisors, and a minimum of 3 other members including initiated members and candidates / electees. The committee will work with the executive team and the advisory board to refine and develop the chapter's objectives with regard to Diversity, Equity, and Inclusion as well as to implement such objectives. The committee will submit a report of its activities and progress to the chapter via the Cornerstone at least 2 times per semester.

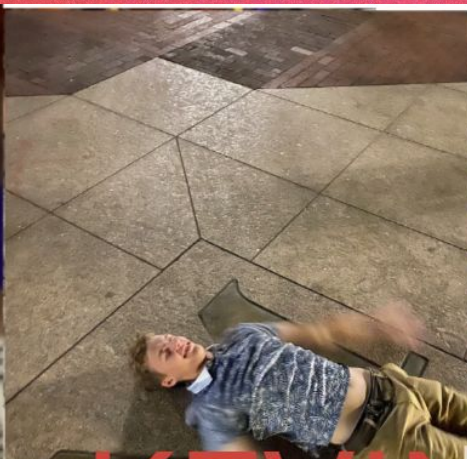
How can we better communicate our values to our candidates, actives, and the community?

Are there any current gaps in TBP regarding DEI? What can we do to address that?

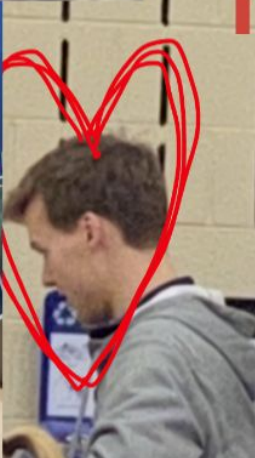
What should be the responsibilities of the DEI committee? Are there any initiatives or areas they should focus on?

Join Jamboard at tbp.org/n1

- Get into groups of 5ish people; **no more than 2 officers in a group**
- 6:40-7:00 Discuss and record answers with your group
- 7:00-7:20 Find a neighboring group and present your **1-2 best ideas** to each other
 - Be sure to ask each other questions
- 7:20-7:30 Reconvene to discuss as a room



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Join DEI Committee!

Sign in Code:
valenTineBP

Q1: How can we better communicate our values to our candidates, actives, and the community?

Q2: Are there any current gaps in TBP regarding DEI? What can we do to address that?

Q3: What should be the responsibilities of the DEI committee? Are there any initiatives or areas they should focus on?

Name, major, & how many second graders do you think your discussion group take in a fight?

Namit,
BME,
50

Tony,
ChemE,
20

Paco,
DS, 80

Dora,
CE, 25

Batu,
CS, 100

Reference the questions on the first slide of the jamboard.
Remember to color code your answers by question!!

More emails, more announcements, communicate our values

Taking accountability - see something, say something. It's our job to recognize our shortcomings in DEI and fix them

We could add them to the electee exam to highlight it

Time dedicated to DEI talks at Gen/Active Meetings potentially

Communicating Values

Candidates - haven't personally seen issues/gaps

There was a problem with a lack of female perspective in the OC last semester. In general, representation

For service events, we don't do enough outreach to underprivileged/represented group (Engineering Day is basically our only one currently)

Can do diversity-focused events w/ SWE and the University

Gaps in DEI

Responding to feedback and reports given by TBP members - BEING PROACTIVE

Anonymous surveys about the climate in TBP

Promote inclusivity and raise awareness of shortcomings in TBP and the CoE

Keep track of diversity data somehow (maybe self-reporting)

Responsibilities of DEI Committee

Reference the questions on the first slide of the jamboard.
Remember to color code your answers by question!!

Name, major, & how many second graders do you think your discussion group take in a fight?

karen -
bme - like
20 at least

Avaneesh
- CS - 25

Jimmy
- CS -
24

Syahidah,
ChE, 15

Grace
Qian
BME 24

Jacob - ChE -
some large
number

having values
more publicly
available/easy
to find

have a "mission
statement" on the
website - something
short that
encapsulates our
core values

Have more activities
and more accessible
communication
channels to convey
our values.

having a
statement
with our
DEI policy

gender
ratio in
leadership
:/

target/make
accommodations for
underrepresented
populations in the
eligible student pool

choosing
rooms/activities
with greater
physical
accessibility

more
flexible
times for
meetings

more available
formats for
meetings

socials later in the
day (after 6 pm) to
accommodate
people who
work/PhDs/etc

DEI-focused
events
(service,
social)

more
outreach/collaboratio
n with campus
outreach officer

Communicate
with UM's DEI
committee
about DEI
values, plans
etc.

update email
formats to be
less scammy

Reference the questions on the first slide of the jamboard.
Remember to color code your answers by question!!

Name, major, & how many second graders do you think your discussion group take in a fight?

Leah,
ChE,
100 EZ

Ansh,
IOE, at
least 5

Alex,
CS

Alyssa,
BME,
none tbh

Katie, IOE,
maybe 8

Clear mission/value statement to present to electees upon entry to TBP, and incorporating into our brand (on the TBP banner at TheBagelParties, etc.)

More DEI-related collaborations with other engineering groups

More events catered to different areas (beyond AA) to increase DEI

Lack of mission/value statement

Re-writing the DEI Plan (not DEI related)

Brainstorming events to expand access to STEM in the (reasonably) local community

Annual or scheduled reports on DEI status of the chapter

Making sure DEI Plan aligns with TBP and UofM's values

Work with other TBP chapter's and their DEI efforts

Keeping mission statement and DEI plan up to date

Anonymous feedback report for DEI-related incidents AND known routes of contact for reporting on an incident

Reference the questions on the first slide of the jamboard.
Remember to color code your answers by question!!

Name, major, & how many second graders do you think your discussion group take in a fight?

How can we better communicate our values to our candidates, actives, and the community? - Incorporating DEI statements into the website so people can see it. (First Gen)

Are there any current gaps in TBP regarding DEI? What can we do to address that? - Communications towards the General Meetings to address these issues could be improved.

Like we have k-12 content development meetings, we could have DEI content development meetings

**Natalie,
IOE, 20**

**dylan,
ners, 15**

**Arthur, DS,
depends
whether i am
on gyno**

Responsibilities of the DEI include spreading the positive messages around general engineering campus to implement a positive, welcoming atmosphere.

Initiatives or areas they should focus on - Advocating and running more service events that are DEI oriented (i.e. Boy/Girl scouts event).

k-12 events could reach out specifically to after-school care type groups for underprivileged kids instead of just ann arbor public schools

Name, major, & how many second graders do you think your discussion group take in a fight?

Niloy,
Aerospace, 14

Aditya,
CS, 36

Andrew,
CE, 26

Zahraa,
4

Jasmin,
Aero, 12

Harkirat,
BME, 24

Reference the questions on the first slide of the jamboard.
Remember to color code your answers by question!!

Have DEI statement easily accessible on website (front page, about page) that clearly defines how TBP interprets diversity

Links to DEI resources and help on site

Regular updates from DEI committee during general and actives meetings

Awareness of DEI efforts and activities

Lack of educational programming (workshops, seminar speakers etc.)

Gender gap

outreach events geared towards minority groups

Work with SWE to host events to increase women and other marginalized genders join TBP

manage an anonymous reporting form

Organize educational programming

Name, major, & how many second graders do you think your discussion group take in a fight?

**Ben - ChE
- 6.02
*10²³**

**Mitra,
cs, 2**

Reference the questions on the first slide of the jamboard.
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1

show it through actions rather than state the policy

Be better.

2

Individuals with physical disabilities (ex: consider the room we are in)

3

open to changes over time

Reference the questions on the first slide of the jamboard.
Remember to color code your answers by question!!

Name, major, & how many second graders do you think your discussion group take in a fight?

Alex - CS - at least 3

Yunseok, Aero, all who dares to challenge

Alex Li - ME, as many as it takes (aka we'll die immediately)

Values

Ensuring all genders are represented in Gen 1 slides

Being explicit about how we are open to every one

DEI Gaps

I think we can often take how inclusive we think we are being for granted. Remembering to be more explicit with our messaging can be valuable.

Add pics of ourselves in our candidate invite email, why you should join + the benefits of joining (eg. small infographic)

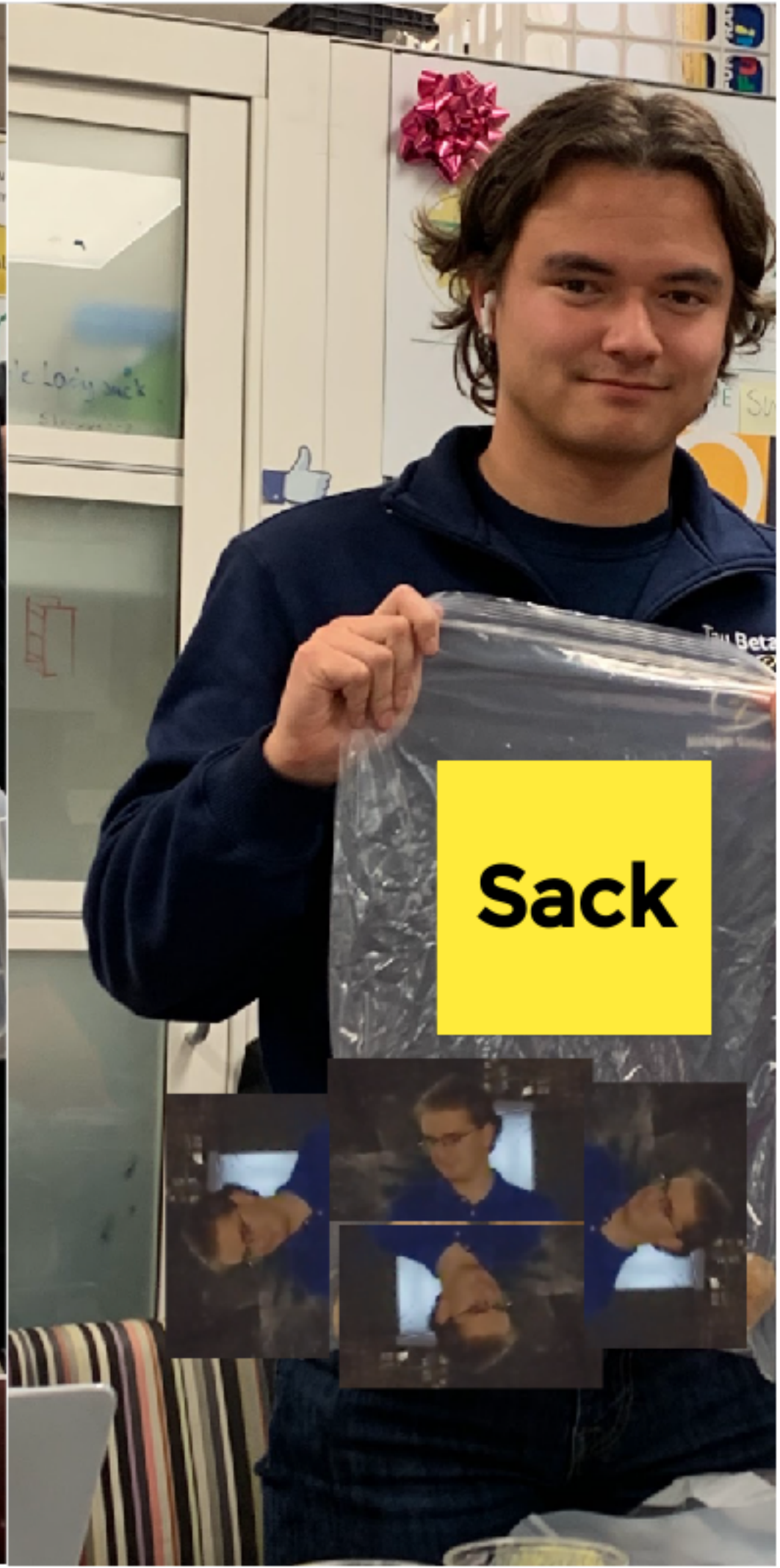
Add "Michigan Engineering" in our branding as an SSO?

Also name drop alumni in invite email to lend credibility!

DEI Responsibilities

Improved visibility at meetings

Organize events with identity specific engineering orgs (SHPE, SWE, oSTEM, etc.)





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