



**ENGINEERING INCLUSIVE ENGINEERS®**

**I RECOGNIZE THE IMPORTANCE OF  
JEDI: NOW WHAT?**

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**WORKBOOK**

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## REGISTERED CONTINUING EDUCATION PROGRAM

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## **DESCRIPTION**

With the attention given to disparate outcomes people face as a result of the COVID-19 pandemic based on race and class and in the wake of anti-Black and anti-Asian racism that has been highly visible in the past couple of years, many people admitted they had been unaware of how prevalent racism, classism, and other “-isms” have been in the US for decades, even centuries. In response, many have pursued foundational knowledge on justice, equity, diversity, and inclusion (JEDI). Equipped with more awareness, some are asking what they can do to make things better, especially if they are not in leadership positions that can change policies and practices. Using ASCE’s Code of Ethics, this interactive workshop is designed to enhance participants’ abilities to engage equitably in the profession, both in terms of interactions with peers and other stakeholders as well as in the way they practice engineering.

## **LEARNING OBJECTIVES**

After completing this training participants will be able to:

- apply asset-based approaches to interpersonal interactions and practices;
- build and foster equitable and inclusive communities within the profession; and
- understand principles of user-centered, universal design.

## **RCEP INFORMATION**

PDH Credit: 1.5 Hours (Most Jurisdictions)

Delivery Method: Live or On Demand

Categories of Activity: Ethics/Business Practices

## 3 OF THE REASONS DIVERSITY EFFORTS FAIL

1

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2

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3

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### RE-DE-FINE ENGINEERING<sup>SM</sup>

RE –

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DE –

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FINE –

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NOTES

## THE BOTTOM LINE

**We cannot solve problems for/with**

**our \_\_\_\_\_ society**

**with \_\_\_\_\_ groups of problem solvers.**

**Engineers are \_\_\_\_\_,**

**and not all \_\_\_\_\_ are engineers.**

NOTES

## OUR PRIVILEGES SHAPE OUR PERCEPTIONS

AREAS OF PRIVILEGE	PRIVILEGE?
Education	
English Language	
US Citizenship	
Mental Health/Care	
Physical Health/Care	
Economic	
Straight	
White	
Cis-gender Man	
Another Area _____	
Another Area _____	

NOTES

# ALLIES | ADVOCATES | ACCOMPLICES

Allies \_\_\_\_\_

Advocates \_\_\_\_\_

Accomplices \_\_\_\_\_

## REFLECTIONS

1.	
2.	

## NOTES

## QUESTIONS ASKED

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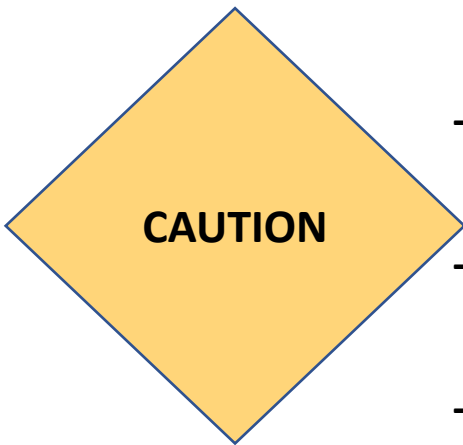
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NOTES



# DEFICIT | ANTI-DEFICIT | ASSET

NOTES



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## WHAT'S ETHICS GOT TO DO WITH IT?

**Download ASCE's Code of Ethics**

<https://bit.ly/Ethics2020ASCE>



**SOCIETY**

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**PROFESSION, PEERS**

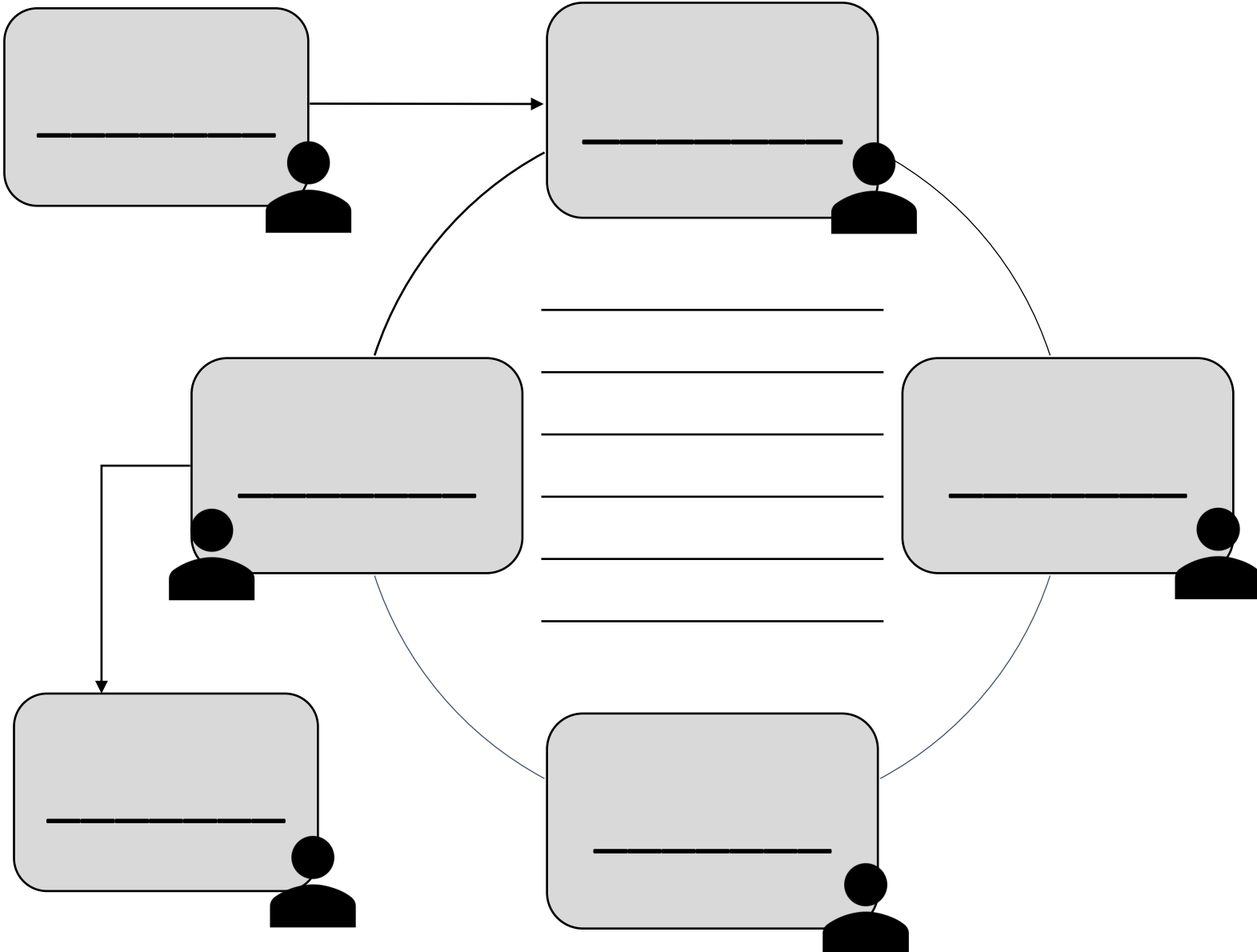
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# USER-CENTERED UNIVERSAL DESIGN



Adapted from [www.usability.gov](http://www.usability.gov) and the Center for Universal Design (1997). The Principles of Universal Design Version 2.0. Raleigh, NC. North Carolina State University

## NOTES

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# ABOUT THE INSTRUCTOR

A Fellow of the American Society of Civil Engineers (ASCE), Dr. Yvette E. Pearson is recognized globally for over 25 years of contributions to engineering education, particularly for her work along the intersections of sustainability and justice, equity, diversity, and inclusion (JEDI). As past vice chair of the Committee on Diversity and Inclusion she was part of the team that first introduced DEI into ASCE's Code of Ethics in 2017, providing leadership for the principle that requires engineers to consider the diversity of the communities they serve and to include diverse perspectives in planning and design. In 2019, she was appointed inaugural chair of ASCE's board-level committee, MOSAIC (Members of Society Advancing an Inclusive Culture), which is charged with leading the Society in all matters of DEI for the profession. During her tenure as chair, MOSAIC revised an ASCE policy, which is now titled "Justice, Equity, Diversity, and Inclusion" and created a Best Practices Resource Guide for Diversity, Equity, and Inclusion. Dr. Pearson is founder and principal consultant of [The PEER Group](#), a company that specializes in evaluation, organizational leadership and development, and research with a focus on JEDI. Among her numerous awards and honors are ABET's Claire L. Felbinger Award for Diversity and Inclusion, ASCE's Professional Practice Ethics and Leadership Award, University of Texas Regents Outstanding Teaching Award, the Society of Women Engineers' Distinguished Engineering Educator Award, and the President's Medal, one of the highest honors awarded by ASCE. Pearson is a registered Professional Engineer, a Commissioner on ABET's Engineering Accreditation Commission, and host of [Engineering Change Podcast](#), which has listeners in over 70 countries on six continents.



*Thank you!*

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