

**Society of American Military Engineers (SAME)
Diversity, Equity, and Inclusion (DEI)
2020-2025 DEI National Plan**

1. General. This plan is the primary implementing document for the Diversity, Equity, and Inclusion Mission Statement in the SAME bylaws. This plan covers the Strategic Plan 2025 hence this initial plan covers the remainder of Strategic Plan 2025.

2. Proponent: The proponent for this DEI Action Plan and any further implementing plans is the of the Membership COI (DEI Subcommittee). The primary National Office Staff point of contact is the Membership Director.

3. Revisions. This Plan will be revised as required, but at a minimum each time the Strategic Plan is revised. The Membership COI will ensure that DEI is represented on the Strategic Plan development team.

4. 2025 Objectives. The following objective align with the three elements the DEI Mission Statement:

Objective 1: Grow DEI Knowledge and Understanding. Establish and sustain a common understanding among SAME members of diversity, equity, and inclusion (DEI) and its importance to the accomplishment of the SAME Strategic Plan.

PRIORITY ACTION: DEI Toolkit (Lead: Membership COI). Develop and implement a DEI Toolkit. Provide a repository of training, education and communications tools for Posts, Regions, COIs, and the national team. The Toolkit will be reviewed in conjunction with the development of the SAME Strategic Plan every five years and revised as appropriate.

The key elements of the DEI Toolkit are:

SAME Leader Training: DEI is a leadership responsibility. The Leadership Development (LD) COI will develop DEI content for the National and Post level LDP curricula to educate emerging leaders on DEI, and best prepare them as future leaders of the Society to advance DEI in SAME. The LD COI will review and revise recruiting practices and criteria to enhance the diversity and inclusion of LDP classes. The National Leadership Team (NLT) will continuously monitor the implementation and impact of all SAME DEI efforts.

SAME Member and Staff Training and Education: The National Office Programs and Membership teams will coordinate the development and implementation of Annual DEI training for Post, Region, and National leaders to provide basic literacy on DEI, check understanding of the SAME Action Plan and motivate them to support efforts within their sphere of influence. This training will be integrated annually into the Post Leaders Workshop (PLW) and New Board Member Training. The training will also be a National Office Staff annual training requirement that will be accomplished during an annual DEI workshop.

Communications: The National Office Communications Team coordinates the dissemination of member testimonials routinely, but at least quarterly to reinforce the value of DEI efforts and successes across the Society. Pursue publication of an article in *Diversity in Action* to attract interest in SAME membership and our DEI efforts. Communicate the diversity of SAME membership and leadership in a way that reflects our DEI goals. Create external messaging for DEI in support of "communications to inform, educate, and reinforce SAME's impact to the nation." Maximize the utility of different mediums (web, Real TiME, etc).

Best Practices: SAME COIs will work with their COI members and their external partners to determine best ways to identify and share successful best practices (strategies, programs, and ideas; both internal and external) that attract more diverse and equitable populations. The intent is to reflect the Society's commitment to DEI recruitment, advancement, and retention by taking advantage of successful best practices. To enhance this effort, create new strategic partners with engineering organizations like NSBE, SHPE, BEYA, SACNAS, NOMA, AISES, SASE, NACME, HENAAC, and Latinos in Science and Engineering. Further, examine partnerships with the top engineering HBCU's (*Hampton University, NC A&T, Jackson State University, Howard University, and Florida A&M*).

Industry Impact: The National Office Membership team shares SAME resources (training, best practices, communications) with sustaining members to encourage the adoption of DEI initiatives in their firms to help impact the long-term diversity, equity, and inclusion of the A/E/C industry.

Objective 2: Membership Management. Establish and sustain membership management practices that enhance the achievement of the SAME diversity, equity, and inclusion (DEI) executive commitment.

PRIORITY ACTION: Membership Practices (Lead: National Office Membership Team). Review and revise as necessary key membership management practices. The intent is to review the extent to which membership management practices at all levels provide opportunities for and encouragement to achieve greater diversity, equity, and inclusion within SAME.

New Membership Database (EMS Initiative): Incorporate member demographics analysis into the new member database. Revise member analysis and reporting to the BOD to include DEI.

Member Needs Assessment Survey: Incorporate the DEI Survey into the tri-annual Member Needs Assessment Survey (2022, 2025, ...). Follow-up on the 2020 survey to gauge member perceptions on diversity, equity and inclusion and analyze member demographics.

Recognition and Awards: Consider positive means of recognizing contributions to diversity, equity, and inclusion (national, post or individual). Encourage Posts to emphasize DEI aspects of their Post program and membership input to their Annual Report (includes Streamers).

Member Recruitment. Work with sustaining member companies and military representation to broaden inclusion of the SAME representatives and, through SAME participation, to provide development opportunities for member employees.

Review Student Chapters. Explore the opportunity to establish student chapter(s) at Historically Black Colleges and Universities (HBCUs) and colleges that attract students from diverse and underserved populations.

Member Value. Explore SAME's demographics compared to the USG, US Military, government civilian and the A/E/C industry populations. Assess the impact of diversity, equity, and inclusion on the perception of or realization of the value SAME membership provides. Examine ways to strengthen the desired member value such as encouraging the inclusion of diverse organizations in SAME meetings, events, training, and COI's.

Objective 3: Contribute to the diversity, equity and inclusion of the A/E/C Industry. Establish and sustain programs that contribute to the diversity, equity, and inclusion (DEI) of the A/E/C industry over time and in turn attract potential members to SAME.

PRIORITY ACTION: Programs Impact Review (Lead: National Office Programs team; supported by the Membership team and Membership COI). Review all major SAME programs to determine the best opportunities to help shape the A/E/C industry's diversity, equity, and inclusion. The intent is to foster diversity, equity and inclusion through positive example while engaging potential A/E/C members, from impressionable youth through transitioning adults.

Engage Across COIs. Hold targeted conversations and set goals with COIs to explore diversity efforts, offer opportunities, scholarships, and outreach to underserved communities (K12, Camps, LDP, etc.). COIs will include initiatives in their 2023 Work Plans.

Mentoring. Develop and enhance current mentoring efforts to include setting DEI goals within existing Society programs. **Consider:**

- Work with COIs Chairs to facilitate buy-in and engagement.
- Leverage opportunities such as conferences. For example, pair underrepresented attendees with an experienced mentor prior to the event; meet at the icebreaker.
- Engage the AOF; Fellows mentor a member from an underrepresented group.

Scholarships. Develop guidelines for Post scholarship programs with supporting analysis and considerations that will expand current programs. Include such considerations as: providing financial assistance to families to support first generation college goers (which may include financial assistance to cover incidental costs or internships); HBCUs; online programs; and Tech Schools. Initiate a discussion within SAME regarding merit based versus need based scholarships.

SAME Camps: Develop marketing materials for SAME Posts and member companies to aid in recruiting underrepresented communities for camps and college scholarships. Create customizable document for use by local Posts. Sustain the current trend of diverse camper participation in SAME national camps.

STEM Programs. Ensure the progress of the national Alaskan Native/Native American STEM Project ("We Must Go to Them") as a model for other K-12 STEM programs that are targeted at

underrepresented communities where they reside. Assess the degree to which SAME reaches new K-12 students (and their families) that have not been exposed to engineering previously.

Credentialing. Support credentialing & training of underrepresented groups of service members. Develop a resource plan to support training for licensing (examine use of Post scholarship funds, Foundation support, etc).