

March 7, 2024

Dear Colleague,

Thank you for your application to the ASEE Diversity Recognition Program for Silver-Level recognition. After completing the review of your application, the review committee has recommended **reaffirmation at the Bronze level** for your institution.

The process for reviewing applications consisted of multiple levels of review to assess progress towards the goals of your Diversity Plan and consistency in the review process. All applications were reviewed by engineering deans who are members of the Engineering Deans Council Committee on Diversity, Equity, and Inclusion. Each application was evaluated by 3 reviewers using a rubric drawn from the ADRP guidelines.

The evaluation rubric assessed the application according to the three guidelines for Silver-level recognition, namely,

1. The significance of the achievements to-date and progress towards achieving the goals identified in the diversity plan; include actions undertaken, metrics used to measure progress, and current status of initiatives and metrics.
2. The quality of the update on the college culture and how improvements in inclusivity are being measured and progress in culture since the bronze award.
3. The quality of the 3-year sustainability 3-plan for future progress including actions taken to make sure the progress is sustainable, embedded in college systems and structures, and further enhances diversity.

A critical metric in the assessment was the significance of the changes that have occurred since receipt of Bronze-level award and how these changes were aligned with your college-level (or equivalent) Diversity Plan.

The committee received 18 applications for Silver-level recognition. The committee was impressed by the quality of the applications and the number of programs that engineering colleges (or equivalent) are implementing to improve diversity, equity, and inclusion. While it will be time prohibitive to provide details evaluations for all applications, the list of items below were common issues in the evaluation that led the committee to recommend reaffirmation at the Bronze level:

- Lack of significant progress towards goals that were clearly aligned with the Diversity Plan.
- Lack of clear metrics for how improvements in inclusivity are being measured and / or how the college culture has improved since receipt of the Bronze-level award.
- Insufficient evidence that faculty, staff, and student perspectives were obtained as part of ongoing efforts for improvement.

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- Lack of a clear correlation between the goals of the Diversity Plan, the metrics used to assess progress, and the progress that has occurred since receiving Bronze-level status.
- Insufficient detail in the sustainability plan or lack of a clear sustainability plan.

The committee recognizes the time and effort were involved in preparing an application for Silver-level recognition. We appreciate your investment of time in applying. Reaffirmation at the Bronze level allows an institution to continue progressing towards the goals of their plan. Bronze-level recognition is valid until December 31, 2026, and all institutions reaffirmed at the Bronze-level can reapply for Silver-level recognition at any time in the next three years.

Let me reiterate the difficulty in making the decision to reaffirm institutions at the Bronze-level. The committee felt that Silver-level recognition should be reserved for those programs that had made significant progress since receipt of the Bronze-level award, and that the significant progress should be clearly aligned with the goals of their Diversity Plan.

Thank you again for your application. Your participation in the ASEE Diversity Recognition Program demonstrates your strong commitment to collective progress in diversity, equity, and inclusion and recognizes the important role that all of our institutions play in continually improving the engineering profession. You are to be congratulated for your commitment to these shared values.

Sincerely,



Javier Kypuros
Chair, EDC Committee on Diversity, Equity, and Inclusion
Dean
College of Engineering
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