

March 31, 2021

To:

Dianne Chong, ABET President

David Kelly, ABET Past President

Ann Kenimer, ABET Coordination Working Group Chair

Michael K.J. Milligan, ABET Executive Director, CEO

William J. Wepfer, ABET President-Elect

Mary Leigh Wolfe, ABET Inclusion, Diversity and Equity Advisory Council (IDEAC) Chair

Dear Colleagues:

We thank you for the role that ABET has continued to play in expanding the quality and excellence of the engineering programs across the country and the world. As per the ABET mission and approach, the standards you set and the quality that you aspire to guarantee imbues confidence in those who aim to build a better world now and tomorrow.

A critical element of building a better world is our collective efforts to ensure that we prepare our students to be the leaders of tomorrow. We believe that diversity, equity, and inclusion (DEI) are core values for all engineers, and are essential considerations for generating creative and effective solutions to the most important challenges facing our society and our planet. By creating a culture within our engineering programs where diversity, equity and inclusion are considered to be a prerequisite to excellence and impact, our students will be prepared to develop technological solutions to society's most pressing problems and to combat prejudice, racism, and discrimination during their careers.

We need to embrace the importance of a respectful, diverse and inclusive community in our respective institutions of higher education and across the engineering discipline. These values are critical to live and learn by and should be ubiquitous across the fabric of our educational enterprises. Noting that values become permanent if the incentives and reward structures are also aligned for us to have the desired end impact, we believe that these values need to be adopted, shared, and practiced by our institutions, our faculty and staff, our curricula and our students.

It is also important to note that many engineering students do not interact with other diverse groups of students until they attend college and begin their undergraduate studies. Such opportunities to personally experience and learn from and about other diverse perspectives are often limited during high school. So the undergraduate curricula becomes the ideal venue to inform students about DEI concepts and the importance of listening and learning about diverse opinions, perspectives and point of views.

Finally, we would like to point out the potential synergies between DEI and ethical/professional responsibilities. The manner in which the concepts of ethics and professional responsibilities are implemented in our curriculums under ABET criteria can serve as inspiration for how DEI concepts could be integrated in our curricula under future criteria.

Hence, as Big10+ Universities Deans of Engineering, we are strongly supportive of incorporating Diversity, Equity, and Inclusion in the General Criteria for Accrediting Engineering Programs. We are aware that ABET is working towards the approval of definitions for *Diversity*, *Equity*, and *Inclusion* as defined by the ABET Board of Directors, and modifications of Criteria to include learning objectives and assessments for diversity, equity and inclusion across *Students*, *Curriculum*, *Faculty*, and *Institutional Support*. Please use this letter as confirmation of our support for ABET's leadership in this important endeavor and let us know how we can engage with you to further our collective progress.

Sincerely,

Big10+ Deans of Engineering
(Included below)

Archer, Lynden

Dean, College of Engineering
Cornell University

Bashir, Rashid

Dean, The Grainger College of Engineering
University of Illinois at Urbana-Champaign

Briber, Robert

Interim Dean, A. James Clark School of
Engineering
University of Maryland

Chandrakasan, Anantha

Dean, School of Engineering
Massachusetts Institute of Technology

Farris, Thomas N.

Dean, School of Engineering
Rutgers University-New Brunswick

Gallimore, Alec D.

Dean, College of Engineering
University of Michigan

Beyah, Rayheem

Dean, College of Engineering
Georgia Institute of Technology

Kaveh, Mostafa

Dean, College of Science & Engineering
University of Minnesota

Kempel, Leo C.

Dean, College of Engineering
Michigan State University

King Liu, Tsu-Jae

Dean, College of Engineering
University of California Berkeley

Chiang, Mung

Dean, College of Engineering
Purdue University

Nembhard, Harriet

Dean, College of Engineering
University of Iowa

Ottino, Julio M.

Dean, Robert R. McCormick School of
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Northwestern University

Pérez, Lance C.

Dean, College of Engineering
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Robertson, Ian M.

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Sanders, William

Dean, College of Engineering
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Schwartz, Justin

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Howard, Ayanna

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Widom, Jennifer

Dean, School of Engineering
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Wood, Sharon L.

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