1. Welcome

2. Revisit Diversity Committee goals and objectives
   a. Events
   b. Focus on XBE participation
   c. Diverse engineering workplace

3. Planning
   a. October 24, 2018  Diversity Networking Fair
   b. November 27, 2018  Committee Meeting / Debrief of Networking Fair
   c. March 18, 2019  Committee Meeting
   d. May 15, 2019  Spring Event
   e. May 2019  Committee Meeting

4. Spring Event
   a. Subcommittee update
      1. Global diversity is the theme of the event
      2. There are going to be four panelists speaking about 3-4 topics
         1. ACEC Consultant firm that works globally
            1. Rachel (CAD-Vantage) suggested Shrewsberry since their workforce is very diverse
            2. Seth (HNTB) mentioned HNTB had a great diversity representative.
            3. AECOM was also suggested to speak about global diversity since they work globally.
         2. Roche diversity group member.
            1. Suggestion was made for going outside engineering world
         3. Higher education member
            1. This panelist would be able to give insight to what millennials and diverse students want in the workplace that just graduating
               1. Jim (Hanson) mentioned they are trying to attract millennials and diverse students by updating their office and location
2. Millennials are wanting public transit, scoter, non-driving lifestyle

2. Emily (WSP) mentioned she has a contact at Purdue

3. Seth (HNTB) mentioned he has a contact at Notre Dame

4. If any one else has a contact for higher education, send information to Colleen

4. Rachel (CAD-Vantage) has a contact at Eli Lilly for last panelist spot

3. Topic suggestions:

1. How do firms attract diversity? Strategies?
   1. Anthony (Shrewsberry) mentioned they always have a diverse slate for career opportunities and they reach out to HBCU’s and get referrals from other universities.
   2. Anthony (Shrewsberry) also mentioned they make sure that the leadership in the company is diverse

2. ACTION ITEM: Colleen (ACEC) will break down topics for the event and send out to the Diversity Committee to give suggestions on what questions firms want asked at the event.

3. Panelists will have a time limit for each question so that later questions don’t get missed.

4. Strategies to attract talent outside of IN?
   b. Wednesday, May 15 form 2:30 pm – 5:00 pm at Somerset CPA
   c. Moderator – Dr. Jamyce Banks

5. Disparity Study Discussion

   a. Tuesday, March 19 5:30-7:30 p.m. IPL College Ave Branch
   b. Wednesday, March 20 5:30-7:30 p.m. IPL Decatur Branch
   c. Overview

1. A disparity study determines whether a government entity, either in the past or currently, engages in exclusionary practices in the solicitation and award of contracts to minority, and women-owned, and disadvantaged business enterprises.

2. The disparity study results are what the city used to establish the XBE goals for projects.

3. The last study that City of Indianapolis did was 1995, INDOT sponsors a survey every 5 years.

4. BBC Consulting is the organizer of the disparity study for Indianapolis and will be contacting engineering firms around the state to see which firms work with the city in Marion County and donut counties.

5. There are two firms (Customer Research Int. and Engaging Solutions) doing the phone calls to consultant engineering firms and they are trying to reach business owner/CEO of Indiana-area offices.
6. There two other firms (Briljent and Bingle Research) and conducting in depth interviews that will range from 90-120 min.

7. These firms will be collecting data through October and submitting a draft report to the city by the end of November with the Final Report end of December.

8. The discussions consist of two parts, the first part is an overview of the study and reasons why they are conducting the study. The second part is an open discussion with the consulting firms without the city employees in the room.

9. **ACTION ITEM:** Colleen to send out a heads up on when they will begin calling consultants.

10. It was discussed that INDOT tends to hit DBE goals from construction so their goals in design are normally lower than Indianapolis.

11. BBC Research understand that there are different variables that affect availability to do XBE work.

12. BBC Research doesn’t look at certified list of consultants or take a list from Indianapolis to not skew the results.

13. **ACTION ITEM:** Colleen to reach out to see if there are any reactive things consultants can do to answer these calls.

6. **INDOT/KYTC DBE Exchange Program – Is further work needed?**
   a. Need to invite program members to Fall networking event and possibly spring event.
   b. There are no details on extending the program.
   c. The program expires this summer since it was only a trial period.

7. **Workforce Development—overlap with Diversity (over) (see notes below)**

8. **National Engineers Week – ACEC debrief and lessons**
   a. Collecting survey to provide to Education Committee
   b. Engineers week went very well, and they will adjust things based on the survey.
   c. The students liked the hands on activities but need to establish a time frame for those activities.
   d. Emily (WSP) suggesting sending younger engineers to speak with students.

9. **Open Discussion**
   a. High school outreach needs to expand outside engineer’s week.
      1. Career path development needs to be communicated to younger students to get more interest in engineering.
      2. Need to emphasis problem solving and connecting people and places. Emphasis needs to be on more than just being good at math and technology.
3. Need to listen to what younger generations want from a career.

b. Diversity committee should take on contact with national committees and have more local contacts with NSME.

c. Recognition award towards diversity initiatives was discussed but there has not been any follow through on topic.

   1. Committee feels we should keep this as a goal.
   
   2. Look for people who diversify their team and exceed XBE goals.
   
   3. Possibly include area in project excellence award about diversity.

10. ACEC Initiatives and Updates:

    a. Awards Banquet last week
    b. Project Management Forum – April 16, 2019
    c. Southern Indiana Roundtable – April 17, 2019
    d. Annual Recognition Lunch – June 20, 2019
    e. Scholarship Golf Outing – July 11, 2019

11. Other

    a. It was suggested to do a tweet or linked in notification for events.
    b. ACEC Resubmissions are coming up for committees
       1. If you want to be in a committee, you need to resubmit. The committee spots will not role over from one year to the next.
       2. The primary contact for your firm will be contacted and you can find out who that is through the ACEC app.
       3. Email will be sent out soon about next year committees.
       4. Submissions are through April 26 and decisions are made in May.
    c. Jeff Harrison (CEO of Citizens) would be interested in doing open remarks at the next diversity fair.
Workforce Development Task Force

Goal: Increase the number of professional engineers, surveyors, design technicians, construction inspectors and others that service the consulting engineering community in Indiana.

Established a special committee comprised of members engaged on related committees and others hand selected to harness and focus efforts to increase the number of Professional Consulting Engineers and other professional staff in Indiana.

Year 1 (2019): Broad and diverse scan of resources already in place, including existing programs at universities, corporations, other non-profit entities, to determine most effective and efficient path in reaching goal. Develop detailed Scope of Work/Strategy for membership “buy in” and Board approval.

Year 2 (2020): Launch with membership support.

Year 3 (2021): Review, adjust, evolve for continued growth.

Highlights:
1. Member firm survey
2. University outreach
   a. The committee has done an outreach to universities in and around Indiana to receive stats about where students are going after graduation.
   b. The distribution was surprising, and results of the outreach are on the ACEC website.
   c. Also did outreach to consulting firms to ask about availability of new hires
      1. Over all, there were 170 openings which equates to about 5 FTE spots per firm
      2. Non-engineering openings were asked about as well and was about 40 openings.
      3. The average cost to recruit and hire a new grad is $10,000.
      4. Consulting firms are spending time and recruiting on collegiate level education
      5. 78% of consulting firms had desire for more high school outreach.
      6. Also interested in more outreach to technical schools.
3. ACEC Engineers Week outreach and programs
4. ID pipeline for non-engineering professionals (surveyors, inspectors, technicians)
   a. IvyTech has expressed interest in workforce development.
5. Specific university and school connections (PU, PLTW, TMAP)
   a. Project Lead the Way (for high school and lower)
   b. TMAP is a consulting firm who seeks after new grads outside of IN who have outside tie to IN and try to attract them back to IN.
   c. IvyTech technical school does not have a focus on civil engineering for drafting.
   d. It was discussed to try to make connection with IvyTech professor to try to implement more training in Civil Engineering.
6. Interim goal: prepare method for specific membership engagement
   a. There is an immediate need and a future need, need to be reactive now and proactive later.
   b. Need to discuss how to fill the open positions
      1. Maybe bring more out of state candidates
      2. How to get kids interested early?