

ACEC *Indiana*

Diversity Committee

Meeting Minutes

November 27, 2018 - 10:00 am - 11:30 am

1. Welcome and Self-Introductions
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 2018** **Committee Meeting / Debrief of Networking Fair**
 - c. February 2019 Committee Meeting
 - d. April 2019 Committee Meeting
 - e. April/May 2019 Open House Subcommittee planning meeting
 - f. May/June 2019 Open House Event
4. Diversity Networking Fair – Feedback / Debrief
 - a. This year's fair saw an attendance of 150-175, with more exhibitors and more client participation. The committee reviewed the diversity fair survey results.
 - b. Suggestions from the committee for next year's event include:
 1. consider not inviting a speaker, or if we do have a speaker, figure out a way that those who want to continue networking can do so without causing a disturbance, and be sure the topic is relevant (either diversity-related or speak to big projects on horizon)
 2. encourage sponsorship early and often and not just a mention on the registration form
 3. place more cocktail tables near (in front of) the exhibitors booths
 4. figure out timing of food, make sure it isn't taken away too early
 5. keep social media, but perhaps no prizes for it, or consider different incentives (i.e. win a meeting with *fill in the blank*)
5. IAA Business Diversity Outreach Event – Debrief
 - a. Rachel and Melanie manned the booth. Event was well attended with many new faces and services introduced. Many attendees were interested in the materials at the ACEC booth.

6. INDOT/KYTC DBE Exchange Program – meeting information from Donze, et al
 - a. KYTC needs more capacity to fulfill their DBE program
 - b. The program as established thus far has a more significant impact in reducing the certification burden of contractors than it does for professional services.
 - c. KYTC does have a "road school" type of event, but nothing specific to encourage DBE networking.
 - d. Committee feels that ACEC Indiana can partner with ACEC Kentucky to invite the KYTC staff to future ACEC Indiana diversity events.

7. Workforce Development—overlap with Diversity
 - a. The committee brainstormed ideas to develop the workforce. Some thoughts included:
 1. Consulting firms and agencies could work together to develop intern programs and co-ops.
 2. Training vs. project budget is sometimes an issue. Need ways to offset these costs. Colleen has information on grants that are available for this purpose.
 3. Curriculum taught in the classroom doesn't always mesh with how things are done "in the real world". Is there a way to put professionals in the classrooms or bring the students to us and/or begin to shift the curriculum to be more "real-world"?

8. National Engineers Week (Feb 18- 22, 2019) – Need ACEC volunteers for south, central and northern Indiana.
 - a. If we want our industry/workplaces to be more diverse, we need to ask diverse employees to assist with recruitment/ school visits
 - b. Consider recrafting the message. For example, "YOU can OWN a business!"

9. Diversity Spring Event? Form a subcommittee?
 - a. Rachel and Katlyn have volunteered for the subcommittee. There will be time in February 2019 to add more subcommittee members and get things moving.

10. ACEC Initiatives:
 - a. [Young Professionals event on Dec. 4](#)
 - b. Membership Survey in December as a half-way check up on Strategic Plan

11. Action Items
 - a. Think of one idea for the diversity spring event.
 - b. Complete the membership survey
 - c. Encourage young professionals to attend the Dec. 4 event (suggestion was made to hold the event at the beginning of the year, rather than at the end. Firms will be more likely to send attendees given that they'll have a new budget for the year.)

ACEC Indiana Diversity Committee 2018-19

	Name	11.27.18 Meeting	Firm	Position	E-mail
1	Schickel, Seth	Present	HNTB Corporation	Chair	sschickel@hntb.com
2	<i>Pohl, Gary</i>	<i>Call-in</i>	<i>Butler, Fairman & Seufert</i>	<i>Board Liaison</i>	gpohl@bfsengr.com
3	Akala, Vasant		7NT Engineering		vasant.akala@7nteng.com
4	Attallah, Ismail	Present	AES Services		ismailattallah@aesser.com
5	Banton, Jodi		Metric Environmental		jodib@metricenv.com
6	Butcher, Meg		Christopher B. Burke Engineering		mbutcher@cbbel-in.com
7	Chen, Emily	Present	WSP		emily.chen@wsp.com
8	Cross, Ryan	Present	American Structurepoint, Inc.		rcross@structurepoint.com
9	Cyr, Kyle		Guidon Design		kcyr@guidondesign.com
10	Donze, Bryan	Present	Kaskaskia Engineering Group		bdonze@kaskaskiaeng.com
11	Duan, Yan	Call-in	Greeley and Hansen		yduan@greeley-hansen.com
12	Hartman, Holli	Present	CDM Smith		hartmanhm@cdmsmith.com
13	Hartman, Jessica	Call-in	Civil Engineering Consultants		jessica@ceconservices.com
14	Isenburg, Jacob	Call-in	HWC Engineering		jisenburg@hwcengineering.com
15	Loftus, Karen	Call-in	Loftus Engineering		kloftus@loftusengineering.com
16	Reddick, Melanie	Present	Crawford, Murphy & Tilly (CMT)		mreddick@cmtengr.com
17	Sebree, Rachel	Present	CAD-Vantage		cvi@indy.net
18	Shergalis, Katlyn	Present	Butler, Fairman & Seufert		kshergalis@bfsengr.com
19	Siler, Emily	Present	Infrastructure Engineering		esiler@infrastructure-eng.com
20	Stephen, Natalie	Call-in	Etica Group		nstephen@eticagroup.com
21	Stroebe, Samantha	Sub- Summer Elmore	CHA Consulting, Inc.		sstroebe@chacompanies.com
22	Trachtman, Jim	Present	Hanson Professional Services		jtrachtman@hanson-inc.com
23	Warren, Anthony		Shrewsbury & Associates		awarren@shrewsusa.com