



Webb Institute's Board of Trustees Diversity, Equity and Inclusion (DEI) Strategic Initiatives

The Webb Board of Trustees affirmed its full commitment to diversity, equity and inclusion by unanimously adopting a resolution at its Annual Meeting on October 15, 2020. The resolution was distributed broadly among Webb constituencies and stakeholders and placed conspicuously on the college website.

Webb's commitment to excellence, in consonance with our mission and our understanding of the intentions of our Founder, demands that we include among students, faculty, staff, and Trustees the intellectual capabilities, talents, creative abilities and distinctive perspectives of the diversity of populations that comprise the United States. This breadth of diversity includes differences in race, religion, gender, sexual orientation, socioeconomic status and political beliefs.

The Board further wishes to respect our Founder's desire to provide deserving young people without means a free engineering education that will benefit themselves and the country.

Webb is committed to:

- *bringing to Webb individuals from underrepresented population groups,*
- *a campus culture of inclusion that is welcoming and equitable, where differences are valued and every person can flourish, and*
- *developing and implementing a Diversity, Equity and Inclusion plan that reflects these ideals and that builds upon the diversity initiatives established in the Strategic Plan and currently underway at Webb.*

Webb's mission and commitment to excellence demands that our students, faculty, staff, and Trustees include the distinctive perspectives and capabilities of the diversity of populations that comprise the United States. To achieve this end, the Board recognizes a need to attract to Webb more individuals from underrepresented populations and to ensure a culture of inclusion where everyone feels welcome and valued. The Board therefore directs the Administration to maintain and execute a DEI Implementation Plan that builds upon past successes in enhancing DEI at Webb and is aligned with the Board's commitment to a diverse and engaged campus.

The goal is to increase diversity across all constituencies of the Webb community and to ensure an equitable and inclusive experience for all. The DEI Implementation Plan should embrace this goal and include the initiatives outlined below as well as other initiatives as determined by the Administration. Our expectation is that these initiatives will enhance the academic and student life experience and better prepare our graduates to pursue successful careers and make meaningful contributions to society.

1. Recruitment and retention of underrepresented groups at Webb
 - a) Develop programs to address potential bias in the student recruitment process.
 - b) Build endowments to support the “demonstrated need” scholarship program, ensuring that financial need does not prevent students from attending Webb.
 - c) Enhance outreach to high schools, college fairs, and organizations focused on underrepresented populations.
 - d) Ensure that all students are given the academic and personal support needed to thrive at Webb.
2. The culture of equity and inclusion on campus and within our broader community
 - a) Further develop programs to enhance inclusion and respect on campus through more frequent and open dialog and collaboration amongst all stakeholders, leading to a roadmap of approaches to enhancing an inclusive atmosphere on campus.
 - b) Explore how Webb can provide support and DEI leadership for a marine industry in which only 6% of marine technical professionals are women and few are underrepresented minorities.
3. Faculty/staff diversity and culture and the academic program
 - a) Ensure that marketing of faculty and staff positions reaches populations currently underrepresented in our faculty and staff.
 - b) Provide orientation, mentorship and ongoing professional development opportunities to faculty and staff, to ensure we are best meeting the needs of our diverse population.
 - c) Assess workload expectations and salary/benefit packages to ensure that we are providing a competitive workplace environment, enabling us to recruit highly qualified and diverse faculty and staff.
 - d) Review Webb’s curriculum and academic programs to ensure that we are providing the knowledge and skills our students will need to succeed as both practicing engineers and productive members of our increasingly complex and diverse society.
4. Communications
 - a) Seek input and enhance DEI communications to all members of the community including students, staff and faculty, alumni, friends of Webb, and the marine industry.

The Board of Trustees embraces its commitment to recruit a more diverse Board. The Board will undertake initiatives to increase its knowledge, historical perspectives and expertise in the area of diversity, equity and inclusion. As part of its responsibilities for oversight of DEI, the DEI Committee has been established as a committee of the Board. The DEI Committee and the Board will regularly monitor the implementation of the Administration’s DEI Plan and share its findings with the Webb community.