

Chemical Engineering Diversity Panel

As part of our three missions in education, research, and social responsibility, MIT's Chemical Engineering Department is home to individuals from a wide range of backgrounds. We place a great deal of importance on an inclusive setting to achieve the highest levels of excellence from every participant and provide the most meaningful academic experiences for our students and trainees. Here are some resources that show you a little bit about what we're doing to make MIT a welcoming place for all.

UNIVERSITY-WIDE RESOURCES

- **Institute Community & Equity Office (ICEO).** ICEO (<http://diversity.mit.edu>) serves as a thought leader on the subjects of community, equity, inclusion, and diversity; a focal point for organizing MIT's related activities and conversations; and a hands-on practitioner who disseminates best practices and inspires the awareness and enthusiasm to help them flourish.
- **International Students' Office (ISO).** The ISO helps to make MIT a home away from home for all of our international students. It provides help with visas and immigration, connections and networking with other members of the international community, and often sponsors international cultural events. We also have a wide variety of different student groups at MIT that support international students (<https://isa.mit.edu/groups>) and a very robust international teaching and research program for students and faculty (<http://misti.mit.edu/>).
- **Office of Graduate Education (OGE).** The OGE runs a number of different programs aimed at supporting all students while they are at MIT, including fellowship programs, outreach programs, and networking, support, and mentorship events. Part of being a world-leading research institution is seeking the best ideas and new perspectives from all different backgrounds, and you can read about many of these different perspectives here (https://gradadmissions.mit.edu/blog_categories?field_blog_categories_tid=43). OGE also hosts the very popular Path to Professorship program in which MIT ChemE participates (<https://oge.mit.edu/development/pop/>).
- **Office of Minority Education (OME).** Since 1975, the OME has existed as a resource to help minority students navigate MIT, helping with community building and academic success (<https://ome.mit.edu/who-is-ome>). OME also coordinates a wide variety of professional development and outreach programs that operate university-wide.
- **Office of Multicultural Programs.** The Office of Multicultural Programs (<http://studentlife.mit.edu/omp>) advises student organizations on details of event planning, team management, and retreats. It also provides educational outreach, training opportunities, and celebratory moments for the MIT community around diversity and inclusion.
- **Student Disability Services.** MIT is committed to providing access to qualified students who have disabilities. SDS's mission is to ensure equal access for students with disabilities while upholding the integrity of MIT's programs and services (<http://studentlife.mit.edu/sds>).
- **University Center for Exemplary Mentoring (UCEM).** UCEM (<https://oge.mit.edu/graddiversity/mit-ucem/>) focuses on the recruitment, retention, and academic success of underrepresented minority doctoral students in four departments in the School of Engineering: Biological Engineering, Chemical Engineering, Electrical Engineering and Computer Science, and Mechanical Engineering.

- **Women at MIT.** Women@MIT (<http://studentlife.mit.edu/impact-opportunities/diversity-inclusion/womenmit>) serves as a central location of information and resources for women-identified students at MIT. It functions to make students aware of the network of offices, departments, and organizations that exist to support and empower women-identified students at MIT.

DEPARTMENTAL CLIMATE AND DIVERSITY

- **Departmental plan on climate and inclusion.** Catalyzed by the *National Academies report Sexual Harassment of Women: Climate, Culture, and Consequences in American Sciences, Engineering, and Medicine*, MIT is taking a leadership role in addressing the issues of culture and inclusivity. You can read about MIT-wide action here (<https://chancellor.mit.edu/response-to-report-of-national-academies-committee-on-women-in-science-engineering-and-medicine>) and understand our department's specific plan and actions to create a culture in which everyone can thrive here (<https://cheme.mit.edu/about/diversity-and-inclusion/>).
- **Admissions.** In ChemE at MIT, we strive to create a welcoming home to learn, study, and research for the most talented young Chemical Engineers throughout the USA and the world. As part of this, we have pioneered efforts in educating a broad community about the opportunities graduate school offers through our ACCESS program (<http://access.mit.edu/>). This year, we also launched the ChemE application assistance program where any candidate can request help from an application coach to help reduce structural and information barriers for prospective graduate students (<https://cheme.mit.edu/academics/graduate-students/apply/>).

STUDENT GROUPS

- Multicultural Organizations: <https://studentlife.mit.edu/omp/about-omp/multicultural-organizations>
- G@MIT (organization devoted to ensuring the existence of a queer-positive environment at MIT and beyond): <http://gamit.mit.edu>
- LGBTQ@MIT: <https://lbgtq.mit.edu>
- Black Alumni/ae of MIT (BAMIT): <http://www.bamit.org>
- My Sister's Keeper (collaborative initiative that is designed to help support the continued success of MIT's black women students): <http://wgs.mit.edu/my-sisters-keeper>
- ARM Coalition (Accessing Resources at MIT): <https://studentlife.mit.edu/arm>

PROFESSIONAL ORGANIZATIONS

- National Society of Black Engineers (NSBE): <http://nsbe.mit.edu>
- National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE): <https://www.nobcche.org>
- Society of Hispanic Professional Engineers (SHPE): <http://shpe.mit.edu>
- Society of Women Engineers (SWE): <http://swe.mit.edu>
- American Institute of Chemical Engineers (AIChE): <http://aiche.scripts.mit.edu/>