



CEE ACT ANNUAL REPORT 2020-2021

The CEE Antiracism and Equity Action Team (ACT) is tasked to formalize actions that educate, support and establish antiracism and equity in our CEE community and beyond (<https://cee.engr.uconn.edu/antiracism/our-team>).

The team members this past academic year:

1. Marina Astitha, Associate Professor and Associate DH, Chair
2. Maria Chrysochoou, Professor, CEE DH
3. Lexi Hain, CEE Assistant Research Professor
4. Timothy Vadas, CEE Associate Professor, ENVE Director
5. Aaron A. Golab, ENVE graduate student
6. Avis Carrero, alumni
7. Sita Nyame, ENVE Undergraduate student, class of 2021
8. Nick Morillo, CE Undergraduate student, class of 2024
9. Damayanti Chaudhuri (CEE Advisory Board; Loureiro Engineering Associates)

The team's activities during this past AY are outlined below. Please note that the kick-off meeting of the ACT team was December 22, 2020 and the majority of **activities** occurred during the Spring 2021 semester.

1. Mission statement; ACT Blog at <https://cee.engr.uconn.edu/antiracism> with content provided by ACT members.
2. Analysis of data about diversity for CEE faculty/staff/undergraduate/graduate students from UConn's Office of Institutional Research and Effectiveness (OIRE).
3. CEE Survey (development of in-house survey questions; survey deployment and analysis of responses). The survey responses are included at the end of this document.
4. Development of the Antiracist Code of Conduct (ACC; ongoing).
5. "Engage with ACT" button on the ACT blog (ongoing).

Plans for the next AY 2021-22

The planned activities were also informed by the responses in the CEE Antiracism Survey

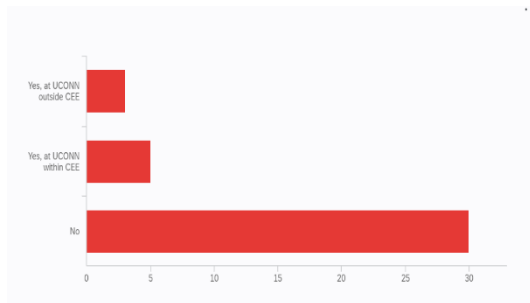
1. Continue and finalize the Antiracist Code of Conduct that will be implemented in all CEE courses.
2. Continue and finalize the "Engage with ACT" button on the ACT blog.

3. Schedule town hall meetings throughout the AY to present the team's work and solicit feedback from the CEE community.
4. Seminars related to Antiracism and Diversity in coordination with the INCLUDE project.
5. Increase ACT's presence and communication with students and faculty on campus.

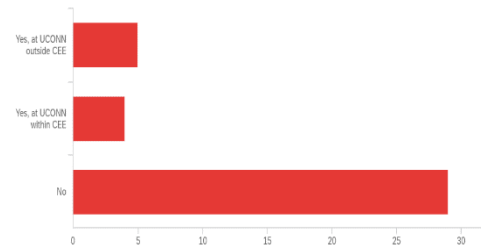
CEE ACT Survey Responses

The survey responses were analyzed in graphical form, separately from the questions on demographics, to ensure there is no unintended bias. The analysis of responses as well as written suggestions led to some of the actions planned for the next AY (No 3 to 5 in the list above). We have not provided the written suggestions in this report to avoid any possibility of identification of the person who wrote it.

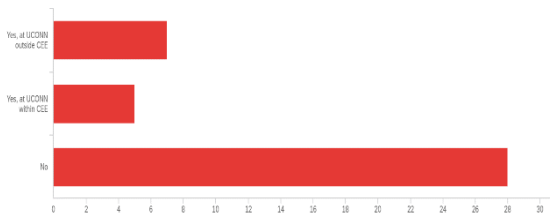
Q1 - Have you experienced an incident where you were treated in a disrespectful or discriminatory manner in your college academic



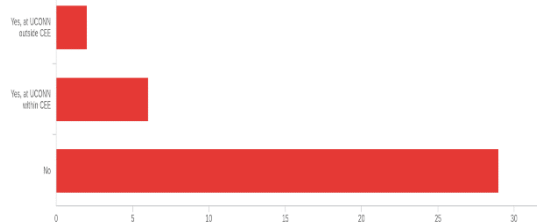
Q2 - Have you experienced an incident of micro-aggression against you in your college academic experience?



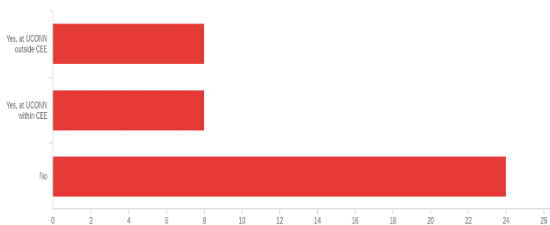
Q3 - Have you witnessed an incident where someone else was treated in a disrespectful or discriminatory manner?



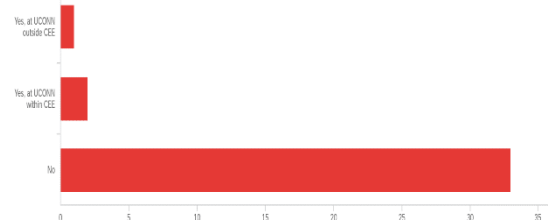
Q4 - Have you witnessed a talk in which the research/seminar/course content was presented in a disrespectful or discriminatory manner?



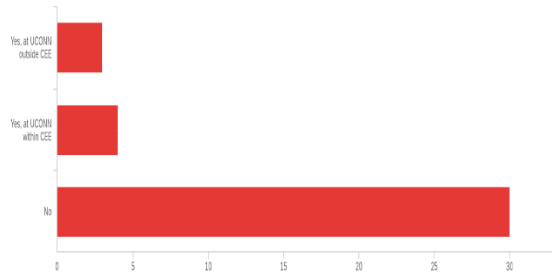
Q5 - Have you witnessed an incident of microaggression towards someone else?



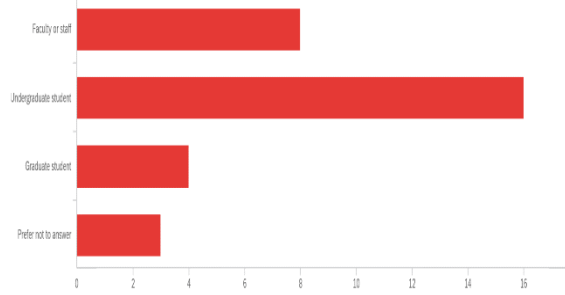
Q6 - Have you witnessed a talk where the questions and answers were disrespectful or discriminatory?



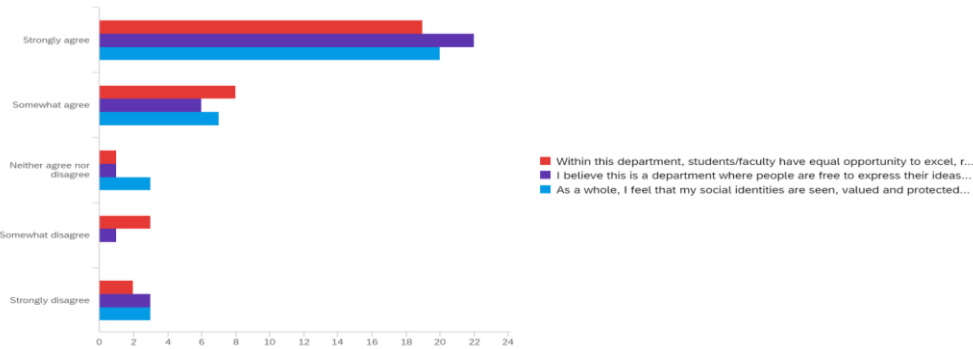
Q7 - Have you witnessed a talk where the questions and answers were insensitive?



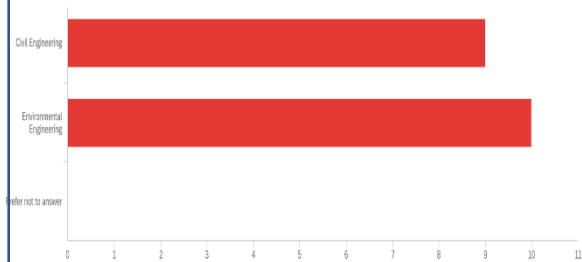
Q11 - Role in the CEE Department



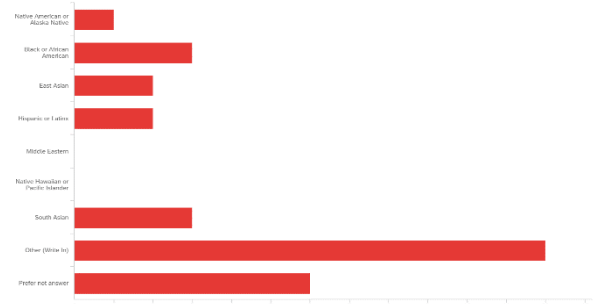
Q8 - Evaluate the statements below in the context of your experience within the Department of Civil and Environmental Engineering



Q12: Major (select all that apply)



Q13 - Which of the following describe your racial and/or ethnic identity? (Select all that apply)



Q14 - What is your gender identity?

