



DIVERSITY, EQUITY AND INCLUSION (DEI) COMMITTEE

We, the Institute of Transportation Engineers (ITE) Mountain District support the creation and maintenance of a diverse, equitable and inclusive environment for all our members



MISSION AND GOALS

The ITE Mountain District Diversity, Equity, Inclusion (DEI) committee's mission is to support the district by cultivating and promoting an inclusive, diverse, and equitable environment throughout the ITE Mountain District; integrating DEI best practices into district processes, policies, and operations; and supplying DEI industry resources to members. Practice will be holistic such that it includes: activities performed in practice, operations activities, programming, participation or creation of education opportunities, and other aspects in support of the district. Practice will also focus on being accessible and creating a sense of belonging to all those within it or affected/influenced by such a committee.

The ITE Mountain District prioritizes diversity, equity, and inclusion and the DEI committee aligns with the district's strategic plan and goals.

We are not experts but rather advocates for an environment that welcomes the inclusion of differences and similarities from all categories of ITE Mountain District's membership.

LEARN ABOUT OUR PRIORITIES FOR- 2025-2026

The committee will focus on the following priorities under the committee's mission statement and goals.

- Priority 1: Establish a comprehensive and balanced understanding of the purpose of equity work and uniform definitions for diversity, equity, and inclusion, integrating DEI best practices into district processes, policies, and operations
- Priority 2: Cultivating and promoting an inclusive, diverse, and equitable environment.
- Priority 3: Foster learning within the profession and those affected by it (via annual meeting presentations, flyers, etc.). Encourage research associated with diversity, equity, and inclusion in the transportation industry. Gather material and information developed by this committee and those available to develop best practices. Ensure that documents generated internally are available and continuously maintained.

JOIN NOW



SCOPE

THE SCOPE OF THE STRATEGIC PLAN LIES WITHIN THE EIGHT STATES OF THE MOUNTAIN DISTRICT





DEI COMMITTEE



BEST PRACTICES

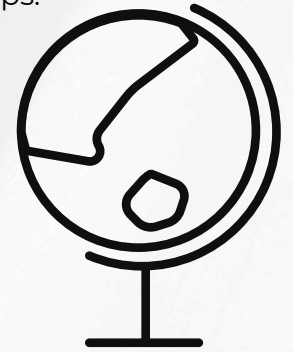
The current political and professional environment transportation professionals work in, is one bombarded with questions on how to best implement policies and procedures focused on justice, equity, inclusion, diversity, fairness (and the list can go on for pages). The Institute of Transportation Engineers (ITE) is an international membership association of transportation professionals who work to improve mobility and safety for all transportation system users and help build smart and livable communities. Our membership respects international cultures and welcomes diversity, strives for equitable dissemination of knowledge, and seeks transportation professionals from different regions of the world to become members.

One of the best ways the ITE Mountain District DEI Committee can support the ITE's DEI goal is to promote discussions among the transportation community on how ITE can become more diverse, equitable, and welcoming. We seek to promote "the fair treatment and full participation of all people", particularly groups "who historically have been underrepresented or subject to discrimination" based on identity or disability.

We want to partner with employers within our District, both public and private, to understand best the practices and policies that encourage a diverse, equitable and inclusive workforce; this includes how to recruit and retain professionals. Industry recommendations includes the following tips.

TIPS

- Set measurable, achievable diversity goals
- Establish fair compensation practices
- Diversify your candidate pool
- Include DEI initiatives in the hiring and mentoring process



The Committee also has four tips to help you ensure that the services or infrastructure projects/programs your workplace delivers to the community focus on achieving equity: Use the E.A.S.Y. way method (or similar).

E.A.S.Y. is an acronym that ensures that equity is at the forefront of how issues are studied and included in all design, construction, operation, and policy project decisions. In projects, all the design components must follow the standards and guidance set in the ADA design standards, NACTO, FHWA guidance, and federal, state, and local design standards and codes.

E.A.S.Y. stands for

- E – Events and engagement
- A – Assessment, analysis, and evaluation
- S – Strategic partnerships & coordination/communication
- Y – You





DEI COMMITTEE

CHECKLIST FOR SECTIONS



This pledge/checklist will be introduced to all newly elected section members, to help shape the DEI efforts and initiatives of the ITE Mountain District and its DEI Committee, throughout the year. All ITE leaders are being encouraged to take this pledge. While meeting every suggestion is not mandatory, this pledge/checklist is meant to provide a toolbox of options to ensure that your section's DEI committee is deliberately improving their current and future diversity in membership.

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

As a Section leader of ITE, I am committed to diversity and inclusion. I will use and share these resources to improve the diversity and inclusion efforts in my local District, Section, and/or Chapter. I will ...**BE INTENTIONAL – COMMIT TO DIVERSITY**

- Plan meetings in advance and deliberately invite a diverse set of speakers. Consider gender, race/ethnicity, professional background, and presentation topics.
- Ensure meetings are not scheduled to occur on national or spiritual holidays.
- Provide native land acknowledgements at in-person events.
- Host various types of events each year (technical tours, luncheons, socials, meetings, etc.). Personally invite speakers who may lack confidence.
- Learn how to pronounce the names and understand pronouns of speakers/participants prior to introducing them.
- Acknowledge important calendar events that are close to your event. Personally welcome new members who attend an event. People who feel included are more likely to return.
- Hold affinity group events to encourage your members to share their common interests.
- Establish a diversity committee at your local D/S/C level.
- Encourage diverse candidates to run for leadership positions and offer active support. Encourage people from diverse groups to apply for Leadership ITE and request graduates from Leadership ITE to serve for 2 years following their graduation. Consider nominating and encouraging the election of diverse held positions.. Ensure recruitment language is inclusive and not divisive.



DEI COMMITTEE



CHECKLIST FOR SECTIONS

COMMITMENT TO KNOWLEDGE & BEST-PRACTICES

- Advertise for the opportunity to support student involvement at meetings through a sponsorship option and forward those funds to the student chapters to encourage more student participation.
- Create a year-end report to measure and document your success and allow ITE International to share the best practices that you have implemented.
- Ensure your social media and newsletters display diverse people.
- Welcome new members with a welcome email. Provide the new members with resources to ensure they remain informed of local upcoming events.
- Provide resources to your membership as you receive new guidance on **diversity, equity, and inclusion best practices.**

RESOURCES

[UNCONSCIOUS BIAS QUIZ](#)

[VIDEO ABOUT DEVELOPING EMOTIONAL INTELLIGENCE](#)

MONITOR PROGRESS TOWARDS SUCCESS



- Take an [unconscious bias quiz](#) to learn about your own blind spots.
- Provide and take diversity, equity, and inclusion training. **Check for training offered by ITE, the Districts, your Section and with other ITE Mountain District sections and Chapters.**
- Watch a [video about developing emotional intelligence](#).
- Set diversity, equity, and inclusion goals for your Sections.
- Reflect on your progress towards your diversity, equity, and inclusion goals.
- Commit to your own advancement of diversity, equity, and inclusion by defining how you will accomplish the goals that are not yet attained.

JOIN NOW