

June 26, 2020

Dear CBBG Members,

A culture of inclusion is a central concern to CBBG. For many of us, including the leadership and members of the IDEA group, it is also core to how we live every day. In recent weeks, many of us have struggled with making sense of the racial injustices that have been laid to bear across the nation, and indeed globally. As well, we have reflected on efforts we might undertake individually and collectively to proactively invest in a culture of inclusion. We cannot accomplish that by being bystanders. Earlier, you read the letter issued by Center Director, Ed Kavazanjian. In alignment with that statement and with our commitment to fostering an inclusive and just society, we have made a commitment to educate ourselves and maintain a focus on justice. In order to facilitate this effort, we will be recommending resources in upcoming issues of BioGeotechNotes that can help. These resources can also provide recommended actions in response to injustice. Note also that our [Diversity and Inclusion webpage](#) has been revised to provide the links to the weekly recommendations from BioGeotechNotes and will include additional resources. Our CBBG Slack Channel Diversity-and-Inclusion is another location that is updated continuously with resources. We encourage you to access these resources, and to recommend additional resources that we can add. Also, keep an eye out for events that we will be facilitating to increase our skillsets for fostering inclusion. Engineers are, by definition, problem-solvers. We know that all-too-often the technical aspect of the challenges we take on reflect only one of multiple dimensions. Let us keep front and center the social justice goals as well. This is an invitation to think about the people we recruit, retain, and serve, and how our areas of foci (research, teaching, service & outreach) affect the welfare of the full tapestry of human diversity.

Thank you.

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