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To: CEE community  
From: Jessica Kaminsky, Julian Marshall, and the JEDI committee  
Re: CEE departmental JEDI updates for Fall 2020  
Date: January 20, 2021

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This memo is to share updates related to the Justice, Equity, Diversity, and Inclusion (JEDI) Committee, of the Civil and Environmental Engineering (CEE) Department at University of Washington, for Fall Quarter 2020.

This committee started Fall 2020, with almost all new members relative to the prior committee. (We also changed the committee's name, from the previous name, DEIC [Diversity, Equity, Inclusion, and Culture], to the current name, JEDI [Justice, Equity, Diversity, and Inclusion].)

Our main goals for Fall 2020 were to understand work that had come before us, take stock of where we are, and discuss, plan, prioritize, and initiate new projects and next steps. Main aspects of understanding where we have been and where we are included focusing attention on two important items from Spring 2020: a student petition ([link](#)) and a department-wide listening session. The listening session zoom recording is [here](#); the poll results are [here](#). Internally, we have had multiple conversations with groups of faculty, and focused significant time during the Fall retreat on listening to faculty thoughts, ideas, and concerns.

Tasks completed and in-progress are listed on the JEDI website, available [here](#) and included below as Appendix 1. Included on this list are new classes and new class-content; training sessions for faculty and staff; changes to tenure code and to graduate school admission requirements; and infrastructure changes to address the large gender-imbalance in bathrooms in More Hall.

We look forward to continuing to improve! We hope to hold ourselves accountable for sustained long-term and short-term change. We welcome hearing your thoughts and feedback, and we invite you to hold us accountable, too. As a reminder, the JEDI committee and our department chair welcome your input and concerns and are encouraged to use the anonymous [JEDI feedback form](#).

CEE will have a town-hall on February 12 at 3p. All members of the CEE community (faculty, staff, postdocs, students) are invited; representatives from the College of Engineering will be there as well. In addition, JEDI co-chairs Professors Jessica Kaminsky and Julian Marshall have a weekly "drop in" session (Tuesdays 2:20-2:50), open to the CEE community. The zoom link is on the JEDI website (UW login required).

We look forward to seeing you on February 12.