
DIVERSITY, INCLUSION, EQUITY, AND BELONGING RESOURCES

[ACEC Inclusion and Diversity webpage](#)

BUSINESS CASE

In its report [Delivering Through Diversity](#), McKinsey takes a deeper dive into the business case for inclusion and diversity and provides perspective on how to take action on I&D. This follows McKinsey's 2015 report [Diversity Matters](#).

BCG looked at [How Diverse Leadership Teams Boost Innovation](#).

A Credit Suisse Research Institute report linked stronger market returns to having [women in decision-making roles](#).

Deloitte studied the gap between company policies on I&D and real impact and concluded that [CEO engagement and accountability](#).

The National Academy of Engineering wrote about [diversity in engineering](#) in a study that looks at the importance of diversity, best practices, and several case studies.

Hult International Business School identified [13 benefits and challenges of cultural diversity in the workplace](#).

Karen Brown wrote in the Harvard Business Review that employee retention requires [a focus on inclusion, not just diversity](#).

The American Marketing Association looked at how [developing an inclusive workplace culture](#) can lead to better employee retention.

EDUCAUSE provided [retention strategies for maintaining a diverse workforce](#).

DEMOGRAPHIC DATA

The National Science Foundation [Science and Engineering Indicators](#) report provides data on women and underrepresented minorities in the engineering workforce.

The Society of Women Engineers developed this [infographic](#) that provides data on women in engineering.

Pew Research Center issued a report called [STEM Jobs See Uneven Progress in Increasing Gender, Racial and Ethnic Diversity](#) on the demographic breakdown between gender, race, and ethnicity in STEM jobs.

DEI&B CHALLENGES

The National Society of Professional Engineers looked at [bias in the engineering workplace](#).

Researchers with the Center for Talent Innovation (now Coqual) wrote in the Harvard Business Review about [Why Diversity Doesn't Stick Without Inclusion](#).

VIDEOS

Rachel Attebery, director of operations at Diode Ventures (a subsidiary of Black & Veatch), spoke about [gender bias](#) in her TEDx talk.

Debbie Sterling, founder of the company Goldieblox, talked about [inspiring the next generation of female engineers](#) in her TEDx talk.

Janet Stovall, the primary speechwriter for the CEO and other senior leaders at UPS, gave a TED talk on [how to get serious about diversity and inclusion in the workplace](#).

Dr. Karl Reid, former CEO of the National Society of Black Engineers, gave a presentation to NSPE on [why diversity matters from an engineer's perspective](#).

Accenture's [Inclusion Starts With I](#) video, gives more general inclusion and diversity information.

PODCASTS

Chandra Storrusten, CEO & Chief Value Creation Officer at Visible Value, discusses the changing face of engineering and the potential for financial growth that comes from encouraging diversity in the workplace on ACEC's [Engineering Influence](#) podcast.

Engineering Influence [welcomed](#) Krista Looza, Associate Principal and Structural Engineer with Buehler Engineering, Susan Ouellette, Director of HR with Keinschmidt Group, and Gary Brennan, President of Brosz Engineering. Each participated in ACEC's first ever multi-module course on inclusion and diversity.

In honor of Women's History Month and International Women's Day, the Engineering Influence podcast [welcomed](#) ACEC CEO, Linda Bauer Darr to the show joined by ACEC Chair-elect Robin Greenleaf and NAECE President-elect Beth Bauer to talk about the state of women in engineering and ACEC's efforts to make the industry more inclusive.

SPEAKERS

TBD