NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS

DEI TERMS	DESCRIPTION
Accessibility in Engineering	Ensuring that engineering practices, products, and technologies are designed and implemented to be accessible and usable by individuals with disabilities.
Accessibility Standards	Established guidelines and criteria ensuring that products and environments are accessible to individuals with disabilities.
Advocacy	The act of publicly supporting or recommending a particular cause or policy related to diversity, equity, and inclusion in engineering.
Diversity Affinity Groups	Voluntary, self-organized networks within the engineering community that provide support, mentorship, and opportunities for connection and professional development for specific identities or experiences related to diversity, equity, and inclusion.
Age	Age diversity encompasses a wide range of generations, from young adults to experienced professionals. Each age group brings unique and valuable perspectives, experiences, and skills to the table.
Allyship	The active support of individuals for the rights of a minority, underrepresented, or marginalized group without being a member of it.
Belonging	The mutual sense of being accepted, welcomed, and valued, involving a reciprocal connection within a specific engineering group or community.
Class System	The social and economic stratification of society into segments based on income, wealth, occupation, and family background.
Code of Conduct	A set of rules or guidelines outlining acceptable and unacceptable behavior within a community or organization.
Cognitive Diversity	The various ways in which people think, process information, and solve problems. This encompasses a range of cognitive styles, including verbal, visual, auditory, and kinesthetic.
Communication Styles Diversity	The various ways in which people express themselves and receive information includes preferences for verbal, written, nonverbal, and visual communication styles.
Community	A collective characterized by shared attitudes, interests, goals, values, customs, and social norms. It is not merely a feeling of acceptance and belonging for an individual, but a tangible group with identifiable commonalities.
Cultural Competence in Engineering	The ability of engineers to interact effectively with people from different cultures and backgrounds. This includes understanding and respecting different cultural norms and values.

Cultural Competence Training	Educational programs aimed at enhancing individuals' ability to work effectively across diverse cultures.
Cultural Humility	A lifelong process of reflection and self-criticism that involves developing awareness of cultural biases and assumptions.
Cultural Intelligence (CQ)	The ability to adapt and thrive in culturally diverse environments.
Discrimination	Unjust or prejudicial treatment or behavior directed towards individuals or groups based on characteristics such as race, gender, disability, age, or sexual orientation.
Diversity in Engineering	The presence of individuals from a variety of backgrounds, cultures, demographics, and experiences within the engineering profession. This includes but is not limited to differences in gender, race, ethnicity, age, sexual orientation, disability status, and socio-economic background.
Equity in Engineering	Providing fair and just access to opportunities, resources, and treatment for all engineers, regardless of background or identity, ensures everyone has an equal chance to succeed.
Ethics in Diversity	The principles of right and wrong that guide an individual's or group's behavior, specifically encompassing moral values, such as honesty, integrity, fairness, respect, and responsibility. Ethical diversity recognizes that individuals may hold different ethical beliefs and have different lived experiences that these beliefs can influence their actions and decisions.
Ethnicity	A person's cultural identity, which is shaped by factors such as shared language, traditions, customs, and ancestry. Ethnicity can be a source of pride, connection, and belonging, and it can also influence a person's worldview and experiences.
Gender	The roles, behaviors, expressions, and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society.
Geographic Diversity	Engineers come from all over the United States and the world, bringing a global perspective to the field. Understanding and valuing the diverse cultural backgrounds of engineers can help create a more inclusive and globally aware engineering profession.
Harassment	Unwanted or unwelcome behavior resulting in annoying, alarming, intimidating, or humiliating a person, which may create a hostile environment, and impede their ability to work or participate in day-to-day activities.
Implicit Bias in Engineering	Unconscious attitudes or stereotypes influence decision-making processes within the engineering profession, potentially leading to inequitable outcomes, even when unintentional.

Inclusive Design in Engineering	Designing products, systems, and technologies that consider all users' diverse needs and abilities with the intent that everyone can access and benefit from them regardless of their individual differences.
Inclusion in Engineering	The practice of creating an environment where all individuals, regardless of their identity, feel valued, respected, heard, and empowered to contribute their unique talents and perspectives to the engineering community.
Intersectionality	The interconnected nature of social categorizations, such as race, class, gender, and other identity markers, as they apply to an individual or group. Analyzing issues through an intersectional lens allows for a more nuanced understanding of how various forms of discrimination and marginalization can interact and overlap.
Justice	The fair and equitable distribution of resources, opportunities, and power within society.
Learning Styles Diversity	Learning styles diversity refers to the different ways in which people learn and absorb information. This concept encompasses preferences for auditory, visual, kinesthetic, and reading-based learning styles.
LGBTQIA+	A term used to refer to people who are lesbian, gay, bisexual, transgender, queer, intersex, asexual, or otherwise non-heterosexual.
Mentorship	Providing guidance, support, and encouragement to individuals to help them advance in their careers.
Microaggression	A subtle but offensive comment or action that reinforces negative stereotypes about a marginalized group.Subtle, often unintentional, discriminatory remarks or behaviors that communicate negative messages to individuals based on their marginalized identities.
Military Service	Time that a person has spent serving in the army, navy, air force, or other military branch. Many engineers have served in the military bringing valuable leadership, problem-solving, and teamwork skills to the civilian workforce. Recognizing and appreciating the contributions of veterans can foster a more inclusive and supportive engineering community.
Neurodiversity	The natural variations in human neurology, including conditions such as autism, dyslexia, and ADHD. Neurodiverse individuals can bring unique strengths and perspectives to the engineering field, but they may also face challenges in traditional work environments.
Personality Diversity	Personality diversity refers to the distinct traits and characteristics that make each unique. This includes extroversion, introversion, agreeableness, conscientiousness, neuroticism, and openness to experience. A diverse range of personalities within the engineering community fosters different problem-solving approaches, communication styles, and perspectives, enriching collaboration and innovation.

Political Beliefs	Political diversity refers to the diverse political views and opinions of engineers. While political discussions can be sensitive, it is important to create an environment where engineers feel comfortable expressing their beliefs respectfully and where political beliefs do not impede collaboration and professional relationships.
Race	Categorizing people into groups based on their physical and cultural characteristics, historical origins, and societal perceptions. Recognizing the complexity of race and its intersection with other identities is crucial for promoting equity and dismantling systemic racism within the engineering profession.
Religious Beliefs	The diverse range of spiritual and religious beliefs and practices held by individuals within the engineering community. Respecting religious differences and creating an inclusive environment where individuals feel comfortable expressing their faith is essential for fostering collaboration and ensuring everyone feels valued.
Representation	The presence and portrayal of diverse individuals within various levels of an organization or profession. Inclusive representation encourages a sense of belonging for underrepresented groups and inspires future generations to pursue careers in engineering.
Representation in Leadership	The inclusion of individuals from diverse backgrounds in leadership positions within the engineering field. Having diverse perspectives represented in leadership roles sets a strong example for inclusivity, promotes equitable decision-making, and inspires future leaders from underrepresented groups.
Retention	Strategies and initiatives designed to attract, retain, and support talented individuals from diverse backgrounds within a profession or organization.
Retention Programs	Initiatives and strategies designed to retain diverse talent within the engineering profession. Retention programs address challenges faced by underrepresented groups and create a culture of inclusion and belonging, enabling everyone to thrive and reach their full potential.
Sex	The biological characteristics that define humans as female or male. While these sets of biological characteristics are not mutually exclusive, as there are individuals who possess both, they tend to differentiate humans as males and females.
Social Justice	The fair and equitable distribution of resources, opportunities, and power within society ensures everyone has the chance to thrive regardless of their background or identity. Promoting social justice within the engineering community involves actively dismantling systemic inequalities and advocating for equitable opportunities for all.

Socioeconomic Background	The different levels of income, education, and wealth of individuals and families. Understanding and addressing the diverse socioeconomic backgrounds of engineers can help create a more inclusive and equitable engineering profession.
STEM Pipeline	The educational and career pathway from early education through professional development in **S**cience, **T**echnology, **E**ngineering, and **M**athematics fields. Diversifying the STEM pipeline at all levels is essential for fostering a more inclusive and representative engineering profession.
Stereotypes	Oversimplified and generalized beliefs about a particular group of people that are often inaccurate and harmful.
Stereotype Threat	The risk of confirming negative stereotypes about one's social group in a particular situation.
Trauma-Informed Practices	A way of doing something based on application of the idea that trauma is prevalent in society and can have a negative impact on people that are exposed to it. Trauma-informed practices can be utilized to decrease the negative impact trauma exposure has on people, in addition to ehancing mental and physical health outcomes. This is done through spreading awareness of the signs and symptoms associated with trauma in individuals in efforts to prevent retraumatization.
Unconscious Bias	Hidden prejudices and stereotypes influence our thoughts and actions without awareness, potentially leading to unfair or discriminatory behavior. Recognizing and mitigating unconscious bias is crucial for creating a truly equitable and inclusive environment.
Underrepresented Groups in Engineering	Groups historically marginalized or have limited representation in the engineering field due to systemic barriers and inequalities. Examples include women, racial and ethnic minorities, LGBTQ+ individuals, people with disabilities, and others.
Universal Design	The design of products, environments, and systems that can be used by everyone, regardless of their ability or disability.
Privilege	Unearned advantages or benefits enjoyed by certain groups in society due to their inherent characteristics or societal positions. These can include advantages in educational access, career opportunities, economic security, and social standing. Recognizing privilege is crucial for promoting equity and dismantling systemic inequalities within the engineering community.

Work Styles Diversity	There are different ways in which people approach their work. This includes preferences for independent work, collaborative work, structured tasks, open-ended tasks, and formal communication styles. Valuing and accommodating work style diversity fosters a flexible and productive work environment where everyone can contribute effectively.