



TECAID

Transforming Engineering Culture
To Advance Inclusion And Diversity

WEPAN
Women in Engineering ProActive Network

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TECAID Toolkit: Leading Engineering Department Change in Diversity, Equity, and Inclusion

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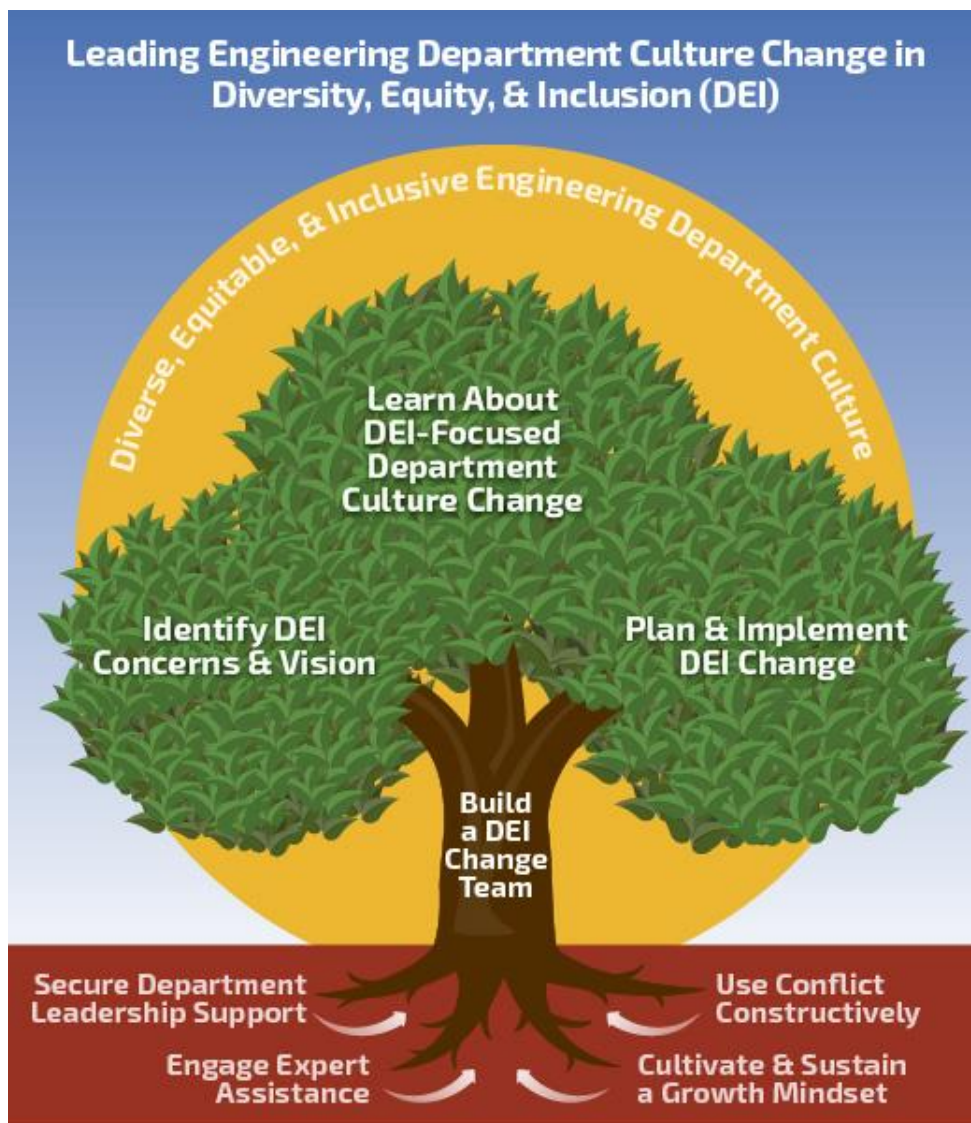


Toolkit

Diversity, Equity, & Inclusion (DEI) Department Culture Change

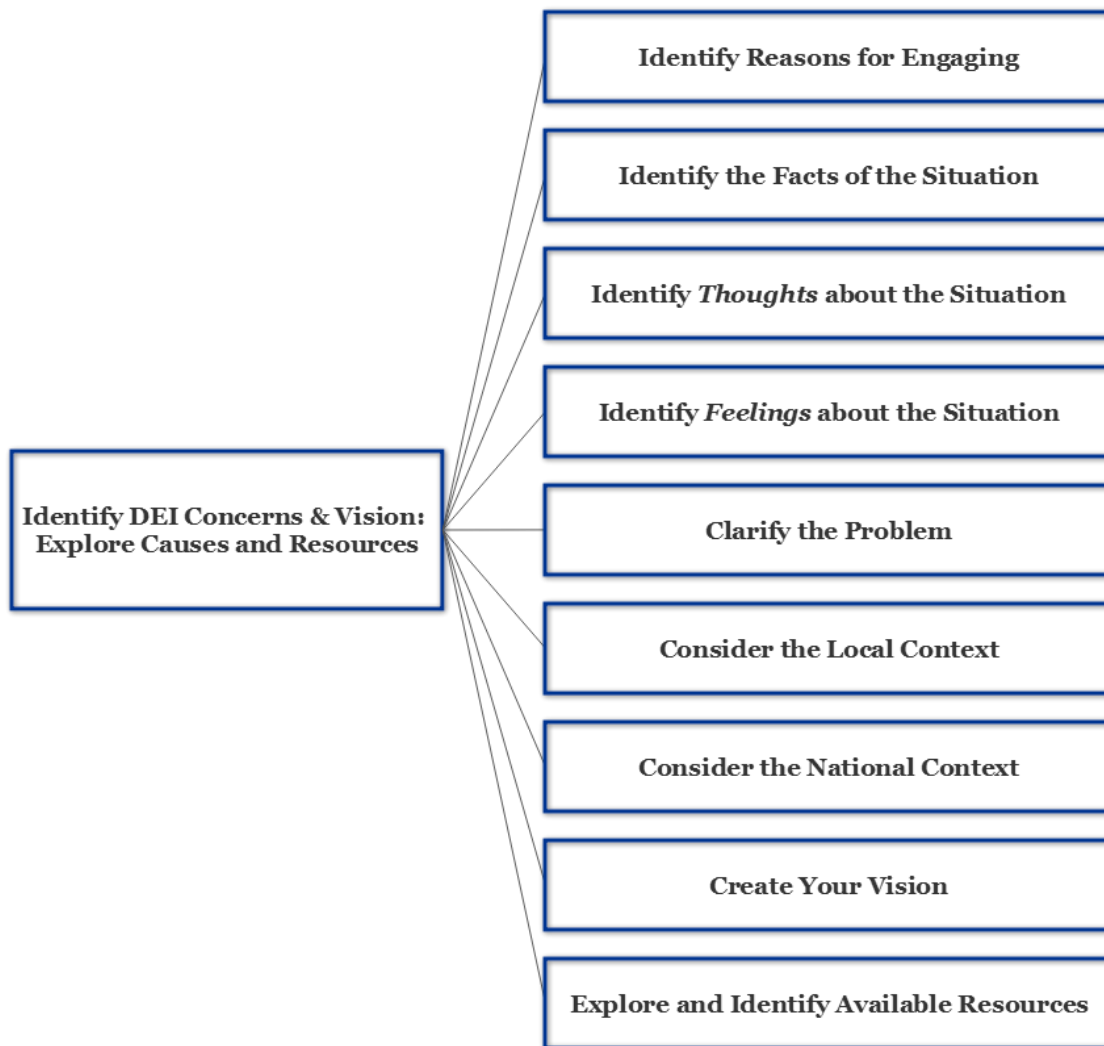
This toolkit provides a high level overview of the TECAID Model, as well as a worksheet for prioritizing actions in your specific context. The TECAID Model is explained in detail in a 32-page document, with 40 additional pages of valuable resources, that can be found on the [TECAID Website](#).

TECAID Model Graphic



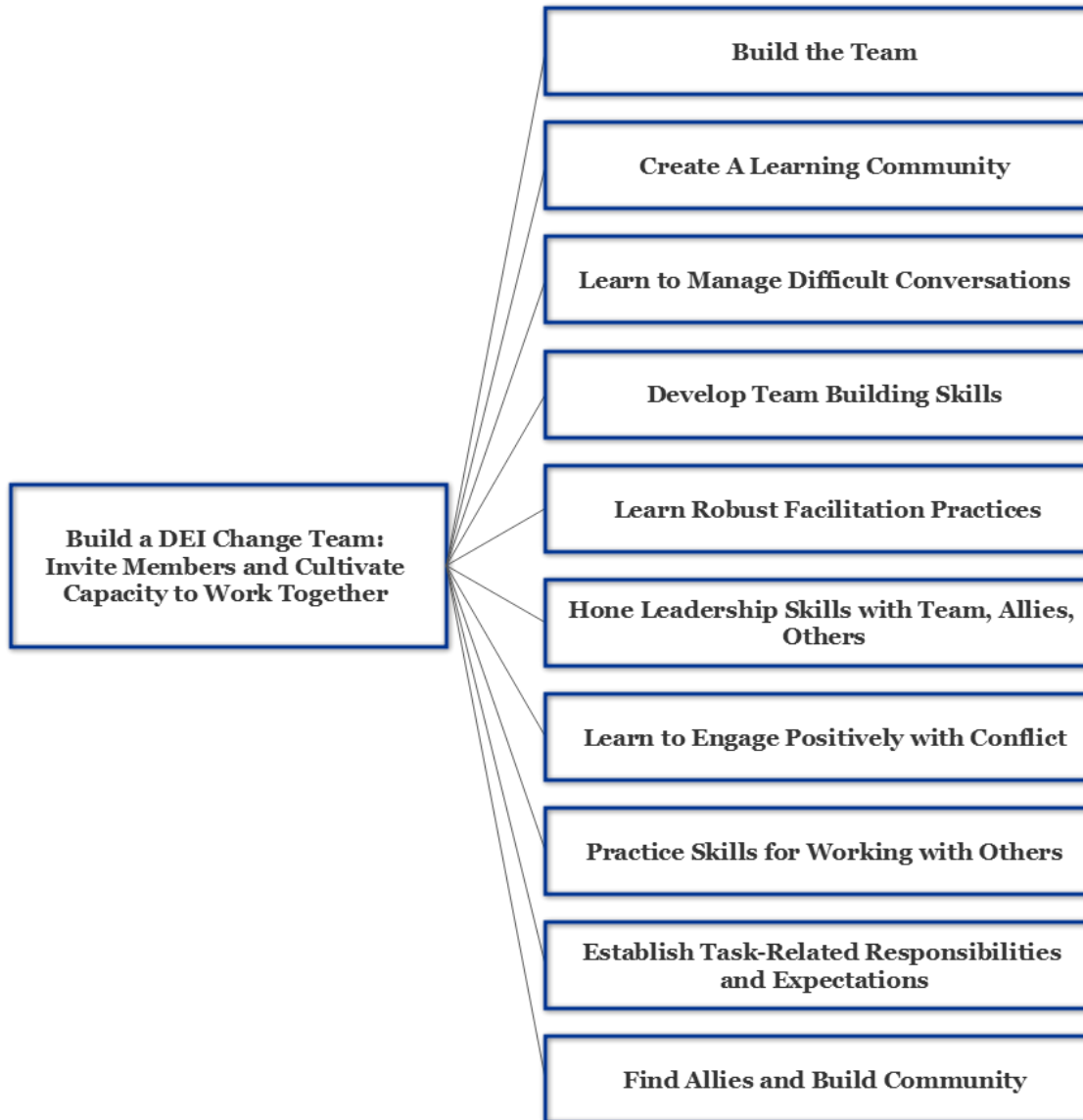


Key Action: Identify DEI Concerns & Vision





Key Action: Build a DEI Change Team





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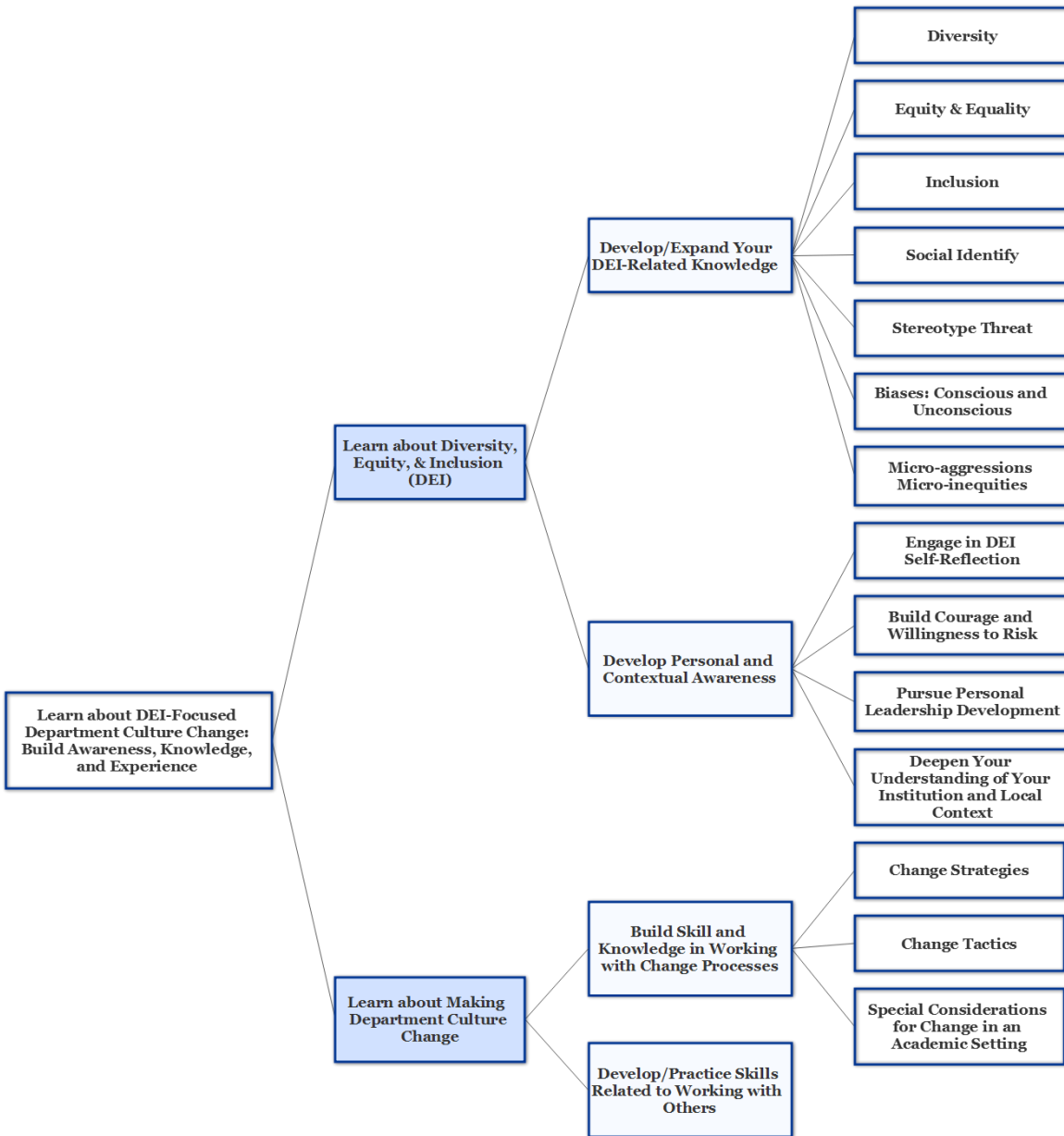
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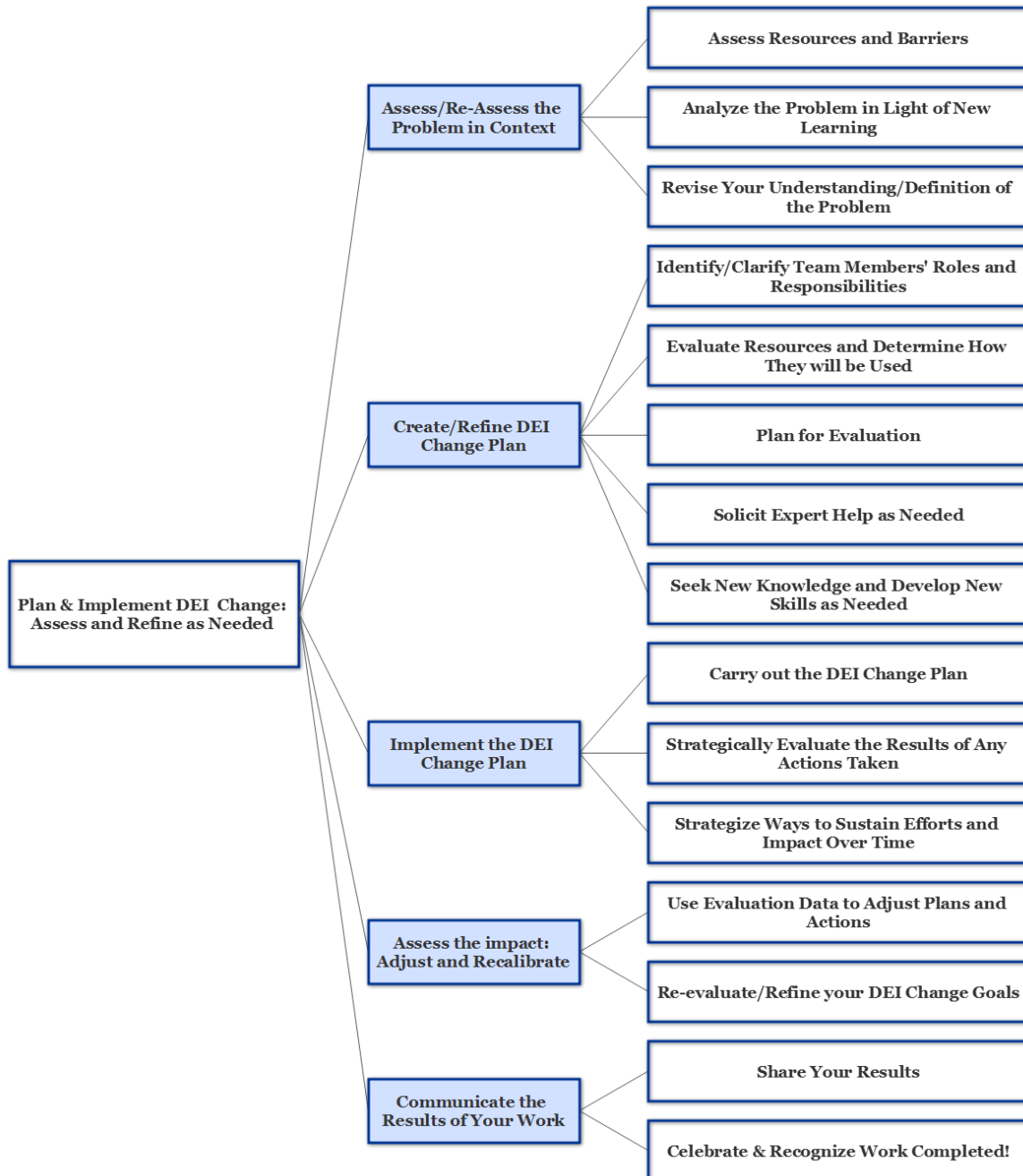


Key Action: Learn About DEI-Focused Organizational Change





Key Action: Plan & Implement DEI Change





APPLYING THE TECAID MODEL IN YOUR CONTEXT

OVERARCHING GOAL: Diverse, Equitable, & Inclusive Department Culture

Groundwork for Diversity, Equity, & Inclusion (DEI) Department Culture-Change

Actions	Where do I/we start? <i>For each arena, identify 3 steps you can take in your context to lay the groundwork for making change.</i>	Possible Allies
Secure Department Leadership Support	1. 2. 3.	
Engage Expert Assistance	1. 2. 3.	
Cultivate & Sustain a Growth Mindset	1. 2. 3.	
Use Conflict Constructively	1. 2. 3.	



Key Actions for DEI Department Culture Change		
Actions	Where do I/we start? <i>For each key action, identify 3 steps you can take in your context to set change in motion.</i>	Possible Allies
Identify DEI Concerns & Vision: Explore Causes and Resources (p. 2)	1. 2. 3.	
Build a DEI Change Team: Invite Members and Cultivate Capacity to Work Together (p. 3)	1. 2. 3.	
Learn About DEI-Focused Department Change: Build Knowledge, Awareness, and Experience (p. 4)	1. 2. 3.	
Plan & Implement DEI Change: Assess and Refine as Needed (p. 5)	1. 2. 3.	