



NSE DEI Plan Summary - Fall 2021

The mission of the Department of Nuclear Science and Engineering at MIT is to develop the next generation of leaders of the global nuclear community, advance basic research, provide technical leadership on energy and non-energy applications of nuclear technology, and inform public discussion about nuclear science and technology, in order to address global grand challenges.

Increasing diversity will contribute directly to our Department's mission in several ways. Building a community that is safe and welcoming to everyone will provide the most productive learning and working environment. Creating opportunities for our students to become knowledgeable about DEI is an important part of their professional development, to ensure they are prepared for the national and international job markets. To help us promote the adoption of nuclear technologies (energy and non-energy) through increased public awareness and acceptance, we will benefit if our community better represents all stakeholders, including historically underrepresented groups.

Over the past year and a half, the entire Department has pulled together to develop and launch a new DEI Plan that will help us continue to attract and retain the best students, staff, and faculty from around the country and the world, thus enriching our discipline and our community.

The goal of the DEI Plan is to sustain and build a diverse and welcoming community in NSE so that all members of the department thrive.

The new DEI plan will

- Establish DEI as an integral part of the NSE strategic plan for Community Building and contribute to developing and carrying out the MIT DEI strategic action plan.
- Nurture an academic climate where each community member feels they have a voice, and make space for their voices to be heard.
- Bring students, staff and faculty to the table to discuss DEI, community building, and quality of life and take action together.
- Create opportunities for NSE students to emerge as DEI leaders in the field of nuclear science and engineering.
- Strengthen current DEI activities in NSE by developing new streams of funding for NSE DEI activities, by establishing new partnerships and engaging with DEI efforts at MIT.
- Identify metrics of success, methods to assess progress and report back to the community; and will use quantitative data and anecdotal information to help us achieve our goal.

For more information about DEI in NSE, please contact the department head, Professor Anne White (whitea@mit.edu) or the NSE Community and Equity Officer, Professor Emilio Baglietto and the NSE DEI Committee directly at nse-dei-contact@mit.edu