

CPRE 394

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### Diversity and Inclusion in Engineering

Diversity and inclusion in engineering are important because they make us more aware of the different viewpoints in our society and create a feeling of belonging in our environments. As an engineer, it is your job to make things or provide a product to accomplish a certain goal or requirement, and while working towards these goals, you are almost always going to have to work with another person or group. Diversity is important not only because it makes teams stronger and more aware of others' needs, it also provides everyone in the world with an opportunity to work on something they are passionate about.

In my opinion, diversity is an important thing to talk about, I just personally think that sometimes it's discussed overly to us, I agree that diversity is important and a necessity in our lives, I just think that most people my age are aware of that already and don't need it as much as others. I would like to believe that our younger generation has moved past issues involving diversity and inclusion, but that obviously isn't true for every case. However, I think as a whole, our generation cares much less than older generations about whether or not the people we work with look or identify differently than we do. The U.S. is more ethnically and racially diverse than it has ever been, according to the U.S. Census, and I feel like as a kid growing up in the U.S., I was exposed to a wide variety of people of different backgrounds and identities to the point where I'm used to seeing and working with racially or ethnically different people everywhere I go. As I've started working recently I'm super excited to work with people of different backgrounds because I love to hear their perspectives on life and see how their life differs from

mine. The point that I'm getting across is that I feel like my generation as a whole is more welcoming of people of different races, ethnicities, and identities. We've spent our entire lives living with people of different backgrounds, so I feel like being educated on it as much as we are is a bit much. While I may not like the amount of time we spend talking about diversity, I think diversity in engineering is extremely important because it makes our workforce stronger and gives more people opportunities which gives benefits to both industries and individuals.

While I do believe that diversity is brought up a bit more than I think we need, I feel the opposite way about inclusion because I think that it needs to be more present in our daily lives. From my perspective, a lot of workplaces and learning environments would benefit if they focused more on inclusion. I think it's important that we build communities within the places we work and learn because it makes the experience of being there more motivating, welcoming, and enjoyable. From my own experience at Iowa State, I feel like there have been multiple occasions where being in a class where you feel like you belong is the best feeling in the world. When you feel like you fit in and are included in a community that welcomes you and respects you, it has a lot of good benefits on the work you do and your overall mood. I feel like promoting inclusion in engineering is important because it inspires people to collaborate and communicate together on a higher level. Without it, people may not be as inclined to contribute to their work, or they might struggle to communicate with their teammates

Overall, diversity and inclusion in engineering are important because they make us more aware of the different viewpoints in our society and create a feeling of belonging in our environments. Without them, we lose out on important viewpoints and ideas, and as an industry, we're hurt because it can create barriers between people. While I have mixed feelings about the way and amount we discuss diversity in engineering as students, I still believe it's important to

make sure we use and encourage these practices in our daily lives to make our world a better place and make people feel more included.