



CSME Policy Statement on Equity, Diversity, Inclusion, and Reconciliation



(Approved by CSME BoD – 24 Nov 2024)

Equity, Diversity, Inclusion, and Reconciliation Statement

The Canadian Society for Mechanical Engineering (CSME) is dedicated to advancing the quality and scope of mechanical engineering across Canada. A commitment to equity, diversity, inclusion, and reconciliation (EDIR) in the broadest sense is essential to achieving this mission and to ensuring that mechanical engineering maximizes its benefit to humanity.

In alignment with our mission, CSME is committed to embedding EDIR best practices across all CSME activities, ensuring equitable access, participation, and representation in our programs, events, and initiatives. It aims to achieve this by:

- **Broadening Participation in Mechanical Engineering:** We strive to reduce barriers to entry and engagement, and provide equitable opportunities for all individuals to contribute to and advance within the field of mechanical engineering, recognizing that diversity enriches perspectives and drives innovation.
- **Supporting Underrepresented Groups:** CSME actively champions the inclusion and professional development of underrepresented groups in mechanical engineering. We are committed to fostering an environment where every member feels valued and supported, regardless of their race, gender, ethnicity, age, ability, religion, sexual orientation, socioeconomic background, geographic location, etc. CSME acknowledges that the stacking of underrepresented and marginalized identities compounds barriers and challenges. We are committed to addressing these complex intersections in our efforts to foster a truly inclusive environment.
- **Integrating Indigenization and Advancing Reconciliation:** CSME recognizes the urgent need to integrate Indigenous ways of knowing and principles into mechanical engineering, in alignment with the Truth and Reconciliation Commission's 94 Calls to Action. Within the mechanical engineering field, we are committed to addressing systemic racism, decolonizing practices, and promoting respectful collaboration between Indigenous and non-Indigenous knowledge systems.
- **Promoting Knowledge Sharing and Public Engagement:** We strive to create, exchange, and disseminate technical knowledge that makes mechanical engineering accessible and relevant to both professional and public interests, while reflecting the diversity of our society.
- **Partnering with other Technical Societies and Organizations:** We recognize the importance of partnering with fellow technical societies, organizations, and stakeholders. CSME welcomes active involvement with other technical societies and organizations in pursuit of all-inclusive goals and initiatives.

CSME is dedicated to creating an inclusive community that values every member's unique contribution and promotes the advancement of engineering for the benefit of all. We invite our members, partners, and stakeholders to join us in building a future where mechanical engineering thrives through inclusivity, mutual respect, and collaborative progress.