



School of Engineering and Applied Science
Mechanical Engineering and Applied Mechanics Department
200 South 33rd Street
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September 30, 2021

Dear Members of the MEAM Community,

As a department, we are taking steps to foster meaningful conversations about inequity and bias in our community. We have seen the effects of racism, gender bias, sexual orientation bias and many others, on our society and, more specifically, in higher education. These biases continue to shape our field and influence our work, as identified by our students in a recent MEAM Town Hall along with other discussions. We want to change the culture and policies that maintain these biases within our community, and create and nurture inclusive culture and policies systematically in MEAM. To help organize this work, we formed the MEAM Task Force for Diversity, Equity, and Inclusion (DEI) in the Fall of 2020. Our Task Force has been working to elevate underrepresented voices, spearhead new DEI initiatives in the department, and work in tandem with other groups inside and outside SEAS and Penn. As a Task Force, we hold ourselves accountable to the ideals of diversity, equity, and inclusion, and make it a basis for our academic and social community.

The MEAM DEI Task Force is currently comprised of faculty and staff. We are seeking you — our undergraduate students, graduate students, and postdocs — to join us as equals on the Task Force, share your perspectives, and join in our work.

We invite interested candidates to apply for a *Diversity, Equity, and Inclusion Scholarship*. Candidates should be passionate about helping us to shape policies, programs, and training to promote diversity, equity, and inclusivity. We know this work is challenging and often goes unrewarded. Therefore, MEAM DEI Scholars will be awarded a one-time annual scholarship of \$2,500 to recognize and support their efforts. MEAM DEI Scholars will be expected to attend biweekly meetings (1 hour in length) and dedicate at least one hour per week to DEI initiatives during this academic year (through May, 2022).

We are excited about this opportunity to listen, learn, and act to shape our community into an environment where everyone is included and can flourish. Many of you have been looking for ways to engage during this time. This is your chance to put your ideas into action. Please apply for a MEAM DEI Scholarship [here](#).

Please reach out to any committee member with questions. Our contact information is below.

Best Regards,
MEAM DEI Task Force

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