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Dedicated to National Security – Since 1920

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April 7, 2022

Memorandum of Record

SUBJECT: SAME Executive Commitment
Statement on Diversity, Equity, and Inclusion

The Society of American Military Engineers (SAME) is committed to being a diverse, equitable and inclusive professional organization where all individuals feel valued and respected regardless of gender, race, gender identity, ethnicity, national origin, age, sexual orientation, education, disability, veteran status, or other dimension of diversity.

We will honor this commitment through our actions both as individual leaders and as an organization. On March 21, 2022, the SAME Executive Committee unanimously approved forwarding to the National Board of Direction the DEI Mission Statement, and by reference, the supporting DEI National Plan, for inclusion into our bylaws. This decision signals the formal beginning of our commitment, which I believe will empower lasting impacts that establish our Society as a leader in Diversity, Equity, and Inclusion (DEI).

As a minimum, we are committed to these specific actions:

- Empower leaders who will model diversity, equity and inclusion and lead with respect and tolerance.
- Improve our individual and institutional understanding of DEI through self-education, discussion, and training, including the impact of the built environment on marginalized communities.
- Support training and development that enhance our ability to interact effectively within military and government service and in industry by investing in and designing activities that advance DEI.
- Prioritize initiatives and programs that encourage America's youth to pursue a career in Science, Technology, Engineering, and Mathematics.
- Cultivate leadership from within the membership by increasing opportunities for underrepresented populations through outreach, scholarships, internships, key leader development, and our member recruitment and retention efforts—because by broadening our leadership, we will maintain our standing as thought leaders in the industry.
- Examine the environmental and social impacts of our work to build and sustain resilient communities.
- Provide periodic updates and reporting of SAME's DEI achievements, impacts, and successes.

SAME believes DEI is critical to the well-being of all our members and staff as we work together to contribute to the future of the A/E/C profession. As a steward of the profession for over 100 years, and with a vision to be the leading integrator of Industry-Government Engagement, SAME has a responsibility to help ensure the capacity of dedicated and qualified individuals America needs to remain globally competitive. Our long-term commitment to DEI will help create more opportunities for more people from all backgrounds to join our workforce and SAME, and can inspire others to do the same—serving, ultimately, to strengthen our nation, and our national security.

Respectfully,

RADM Mark A. Handley, P.E., F.SAME, USN (Ret.), SAME National President