

October 2, 2020



President Donald Trump
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

25 Massachusetts Ave NW, Suite 500
Washington D.C., 20001
(202) 789.7850 main ■ www.ASCE.org

RE: Executive Order on Combating Race and Sex Stereotyping

Dear President Trump,

I am writing on behalf of the more than 150,000 members of the American Society of Civil Engineers (ASCE) to express our opposition to the above-referenced executive order as currently written. ASCE recognizes that the engineering profession, like many professional ranks of our nation, often lacks the diverse perspectives of the communities we serve. This lack of diversity, equity, and inclusion limits the capacity of our nation to effectively meet societal needs. Simply put, without actively working to fully include all members of society we are limiting our full potential to have a positive impact, productivity and risk perpetuating continued inequity.

Without a firm commitment to understand the history, unintended biases, and exclusionary practices of the past and present, it will be impossible to address and eliminate them. Over the last several decades, progress has been made to varying degrees through awareness, education, and action. More, not less, effort is needed to fully realize inclusive and equitable practices within the Federal government and across the nation as a whole.

ASCE believes the Federal government must make every effort to recognize and address the unique needs of diverse demographic, social, economic, and cultural groups. This includes working towards eradicating discrimination and harassment in all its forms; advancing education centered on equity and inclusion; and promoting accountability and the use of best practices for diversity, equity, and inclusion in leadership, engagement, communications, and partnerships.

ASCE believes institutions, including the Federal government, must constantly examine their practices and educate their members and staff to work toward addressing discrimination in all its forms. ASCE feels that the Executive Order as written could have the opposite effect and therefore we must express our opposition.

ASCE was founded in 1852 and is the country's oldest national civil engineering organization. We represent civil engineers in private practice, government, industry, and academia and are dedicated to the advancement of the science and profession of civil engineering.

If you have any questions relating to this recommendation, please contact Martin Hight, Senior Manager of Government Relations at ASCE. Mr. Hight may be reached at mhight@asce.org or 202-789-7843.

Sincerely,

A handwritten signature in black ink that reads "K.N. Gunalan". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

K.N. Gunalan, Ph.D, P.E., D.GE, F.ASCE
ASCE President 2020