

SEAON Members,

You may have seen the recent statement issued by NCSEA regarding racism and inequality. In this statement, NCSEA denounced the death of George Floyd and made a request to state SEAs to take action against racism and inequality in our profession. As president of SEAON, and on behalf of the Board, I want to assure you that we will stand with NCSEA in this effort. SEAON condemns acts of racial discrimination and prejudice. We will strive to educate ourselves regarding the systemic racism endured by minorities in our society, and the effect this has on the structural engineering industry. We will continue taking steps to support minorities in our community and in our industry.

The SEAON Board has identified the following action items to combat racism and inequality:

- We will participate in sensitivity and unconscious bias training held by NCSEA. We will inform SEAON members of this training opportunity and encourage participation.
- We will attend NCSEA sessions about racism, discrimination and social injustice. We will notify SEAON members of these sessions and encourage involvement.
- We will continue and expand upon our effort to increase diversity among leaders within our organization.
- We will organize an effort to inform our members and promote participation in the ACE Mentor Program in Omaha. This program allows members of the Architecture, Construction and Engineering industry to mentor high school students and give them an opportunity to learn about the industry. This program focuses primarily on students who are minorities or female. Attached you will find additional information about this program. Please contact us if you would be interested in volunteering.
  - We acknowledge that there are likely SEAON members who have previously been involved in the ACE Mentor Program or similar programs. We thank you for your participation, and we ask that you join our effort to organize and increase awareness and involvement.

The actions identified above will not be the end of this issue. This must be a continued conversation and effort in order to make a difference. The SEAON Board will follow up with future opportunities, and we encourage members to join the conversation and share opportunities as well. We look forward to doing our part to battle inequality.

Sincerely,  
Kevin Wenninghoff, S.E.  
SEAON President

