

**President:** James O. Malley**Vice President:** Donald O. Dusenberry**Secretary/Treasurer:** Michael L. Cochran

June 8, 2020

SUBJECT: A COMMITMENT TO ETHICS, EQUITY, DIVERSITY, AND INCLUSION

As structural engineers, we frame our contributions to society through our professionalism and ethics in the duties we perform. In our practice, we serve society and are active participants in the fabric of the communities in which we live. As structural engineers, we cannot limit ourselves to solving only problems of science and engineering. Ignoring the social, economic, and political contexts surrounding our engineering work is a path to irrelevancy. Our active participation includes a moral obligation to right the social and ethical wrongs we observe.

The recent killing of Mr. George Floyd, and the countless other racially or culturally motivated injustices in the history of our country, make it clear that systemic racism and discrimination continue to be all too prevalent, and are adversely impacting the lives and well-being of people we know, members of our communities, and large segments of our society. Whether we realize it or not, we all suffer from this dysfunction. It is unethical to ignore it, or to be silent, and as members of society we are duty-bound to speak out and act against it.

In this context, the Applied Technology Council (ATC) is compelled to denounce systemic racism, discrimination, and violence, and to reaffirm our commitment to the critical importance of equity, diversity, and inclusion in all aspects of our organization. ATC, the structural engineering profession, and society at-large all benefit greatly from adhering to these principles, and it is incumbent upon us all to take action to strengthen this commitment going forward.

Therefore, as part of our active strategic planning process, we will critically examine the ethical values, equity, and diversity present in our internal processes and practices related to our staff, clients, and consultants. We will identify and implement strategies for doing our part to dismantle racism and promote diversity within the engineering profession. Finally, we will assess and track further steps that can be taken to increase ATC's dedication to the highest levels of professional ethics, inclusiveness, and respect for diverse backgrounds, opinions, and contributions from all who act on behalf of, or interact with, our organization.

Because we cannot effectively act alone, we also resolve to stand firmly alongside other engineering organizations to speak with one voice in our support of these tenets, recognizing that together we can make the case for change and more quickly achieve the betterment of our communities and society.

A handwritten signature in black ink that reads "James O. Malley". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

James O. Malley
President, ATC

A handwritten signature in black ink that reads "Jon A. Heintz". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Jon A. Heintz
Executive Director