ASHRAE Ghana Chapter

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Diversity, Culture & Youth Roadmap

Prepared by the Diversity, Equity & Inclusion (DEI) Committee

Revision 00 – November 2025

Executive Summary

This roadmap provides a structured plan to promote diversity, cultural representation, and youth engagement within ASHRAE Ghana Chapter. It aligns with ASHRAE's global DEI objectives and seeks to ensure inclusion, mentorship, and growth opportunities across regions, disciplines, and generations.

VISION

To build an open and welcoming ASHRAE Ghana Chapter that reflects the nation's cultural and regional diversity — empowering the next generation to find opportunity, purpose, and innovation within the built-environment and sustainability sectors.

CORE GOALS

Cultural Representation

Encourage participation from all regions of Ghana and celebrate the rich mix of cultural backgrounds, experiences, and traditions that members bring to ASHRAE Ghana.

Language Inclusion

Communicate clearly and respectfully. Wherever possible, outreach and publications will reflect Ghana's multilingual character to ensure that all members feel informed, represented, and included.

Youth & STEM Empowerment

Reach out to students and young professionals across Ghana. Promote awareness of the STEM foundations of the built environment and show how these contribute to national development and global sustainability efforts.

Equitable Access

Ensure fair opportunities in leadership, training, and participation regardless of gender, background, or region, with periodic assessments of balance and representation.

Diverse Professional Backgrounds in the Built Environment

Highlight the full spectrum of professions contributing to sustainable, resilient, and healthy buildings and communities — extending beyond core HVAC&R engineering. These include architecture, engineering, construction management, environmental sciences, technology innovation, healthcare design, and green finance.

Community Outreach

Work with universities, technical institutes, youth clubs, industry associations, and professional bodies to expand awareness of the built environment and sustainability as dynamic, inclusive fields.

ROADMAP OVERVIEW

Phase 1

President, Comms, DEI

AWARENESS & INCLUSION

0-6 MONTHS

Focus: Strengthen recognition of Ghana's diversity

Action:

- Share our inclusion message at ASHRAE events
- Highlight members from all regions
- Celebrate national and cultural events together

Phase 2

Student Activities,YEA, Comms,CTTC, DEI

YOUTH & STEM ENGAGEMENT

3-6 MONTHS

Focus: Inspire students & Young professional

Action:

- Hold Youth & Stem outreach sessions in schools and universities
- Promote engineering, architecture and sustainability as career paths
- Build mentorship connections across regions

Phase 3

CTTC, MP, Comms, Sustainability DEI

PROFESSIONAL INCLUSION

6-9 MONTHS

Focus: Broaden participation across disciplines

Action:

- Invite built - environment professionals to ASHRAE activities
- Collaborate with GIA, GhIE, GESA, Green Building Council & others

Phase 4

President- Elect, Secretary,Comms, DEI

RECOGNITION & GROWTH

9-12 MONTHS

Focus: Celebrate and sustain progress

Action:

- Recognise champions of diversity and youth
- Publish short annual updates on inclusion and outreach

Expected Results

Broader representation from Ghana's regions and disciplines (at least five new institutions or regions represented).

Greater youth participation in HVAC&R and sustainability careers, measured through membership growth and event attendance.

Stronger collaboration across technical and professional boundaries, documented through joint events and publications.

A welcoming Chapter culture that supports innovation and growth.

Commitment Statement

"ASHRAE Ghana values the diversity of our people, languages, and professions. We are committed to empowering youth, supporting collaboration across disciplines, and promoting a culture of respect and inclusion in all we do."

MCO extract

2.22 Diversity, Equity, and Inclusion

The Diversity, Equity, and Inclusion (DEI) Committee is intended to raise the awareness of diversity and inclusion within the chapter. The DEI Committee will foster locally, Society's commitment to a diverse and inclusive membership.

The chapter DEI Committee will operate with the following goals:

1. Work with the MP Committee, Student Activities and YEA Committees to attract and retain diverse members that represent the communities within your chapter.
2. Coordinate with CTTC to provide programs and organize activities focused on attracting and retaining diverse members from all segments of the industry.
3. Promote inclusion and a diverse volunteer experience.
4. Create a network for professional growth.
5. Build diversity awareness and sensitivity within the Chapter.