

Multi-Society Diversity Council Meeting Minutes February 20, 2018, 11:00 am, by Conference Call

Those attending: Diane Chong (ASM), Amy Clark (AIST), Sossina Haile (MRS), Liz Holm (TMS), Lynnette Madsen (ACerS), Martha Mecartney (ACerS), Talat Rahman (AVS), and Kevin Thompson (ACerS).

Approval of Minutes: The minutes of the October 8, 2017 meeting were approved.

TMS was approved by email vote to join the Council and will temporarily be represented by Liz Holm. The TMS representative may change following a meeting in March.

Society Updates: Lynnette asked that all societies send their reports following the meeting to Kevin Thompson to be included in the minutes.

AIST: Amy Clark reported that AIST has not been that active in diversity and inclusion activities, but they hope to gain insight from this council.

TMS: Liz Holm reported that TMS has a lot of diversity and inclusion activity, including:

- Diversity Summit held each year
- they have a standing Diversity committee
- how to turn initiatives into the culture of the organization

ASM: Diane Chong will be the ASM representative to the Council and reported that ASM formed an International Women in Materials Engineering committee with the following purpose:

ASM International's Women in Materials Engineering (WiME) Committee focuses on providing women-specific programming including networking opportunities, guidance for mentoring, leadership, career development, and retention of women engineers. Our activities are managed through the following subcommittees:

1. Recognition and Promotion – Our goal is to ensure that women are nominated for appropriate awards – both inside and outside of ASMI.
2. Career and Leadership Development – The focus is on providing advice and mentors to help with career development.
3. Events – The focus has been on MS&T events and the coordination with other societies.
4. Leadership Days/Chapter Focus – We provide advice and activities for chapter leaders during this annual event.
5. Retention – We recognize that this is an issue and are gathering data to understand what support we can provide.

AVS: Talat Rahman reported on AVS activities:

- they've offered programs at their annual conference, but they were poorly attended
- breakfasts and panel discussions also poorly attended
- they are interested in figuring out why they are poorly attended and how to increase attendance. They are considering a survey, but not sure who and what to ask. Lynnette suggested contacting an organization who does have successful diversity events to learn what

makes them successful. The other Council members may be able to recommend good speakers.

MRS: Sossina Haile gave the following report on MRS diversity activities:

- **MRS Women’s Networking Breakfast**
The MRS Women’s networking breakfast has been ongoing since the Fall of 2000. It is held at 7-8:30 am on the Wednesday of the meeting, at both the Spring and Fall meetings. Attendance is ~100 in the Spring and ~ 120 in the Fall. The attendance is capped due to funding constraints, and many would-be attendees are turned away. The format is as follows: buffet breakfast is served at 7, a speaker gives a presentation 7:30-8:15, and this is followed by Q&A. Overall, this is a highly successful program as measured by the continued high participation level.
- **Negotiating pay and benefits (a workshop for women) - NEW**
MRS is partnering with the American Association of University Women (AAUW) to deliver a workshop entitled “[Work Smart](#)” for women on negotiating a new job, pay raise, or promotion. AAUW has presented this workshop in various venues. MRS has contracted with the organization to present at both the Spring 2018 and Fall 2018 meetings. Registration for the spring workshop is open <http://www.mrs.org/spring-2018-salary-negotiation>. Attendance will be limited to 50. Targeted and general marketing are underway.
- **Increasing diversity of award winners - NEW**
Under the leadership of Zakya Kakafi, chair of the Awards Nominations Subcommittee of the Member Engagement committee, a concerted effort was undertaken to increase the diversity of the candidates nominated for MRS awards. The first round of such nominations were made in Fall 2017 for Awards announced at the Spring 2018 meeting. A total of 19 nominations were made through this effort. Of these, 3 resulted in positive outcomes, all of which were nominations for MRS Fellow.

The impact is unclear. Three of the four newly named female fellows resulted from this process. However, the percentage of newly named female fellows did not increase over that of recent prior years. The numbers are listed below:

2014	23%
2015	35%
2016	21%
2017	31%
2018	25%

For context, it is to be noted that MRS membership stands at 22% female. Of current MRS Fellows, only 14% are female, reflecting the fact that prior to 2014, the percentage of newly named female fellows in each year was, on average, in the single digits. Moreover, in the early years of the program, the class size was about double what it is today.

We suspect that without the effort undertaken by the Nominating Subcommittee, the % of women in the newly named MRS fellows in 2018 might have fallen below the membership %, an undesirable

situation. The upturn in the naming of female fellows in 2014 appears to have occurred as a result of an effort to solicit nominations and track success. The difference today is that these activities are now the explicit responsibility of the Nominating Subcommittee.

No nominations made by the subcommittee in other award areas (11 of the 19 nominations) were successful.

- Increasing diversity in news coverage - *NEW*
MRS has undertaken an internal assessment of which researchers are quoted in new articles published in MRS Bulletin in 2017. From a total of 111 articles, it was found that in 83% of the stories the first expert quoted was male. The second expert quoted was male in 89% of articles with a second source quoted. A large fraction of articles had quotes only from male sources. MRS is considering creating a database of female experts whom reporters could contact to ensure that those speaking on materials research reflect the demographics on those pursuing materials research.
- Student mentoring
MRS offers mentoring of both undergraduate and graduate students from groups traditionally underrepresented in STEM through a variety of on-site programs at the MRS meetings. More than 140 students have been served over the past 4 years.

ACerS: Lynnette Madsen reported that ACerS has a newly formed Diversity and Inclusion subcommittee - it is part of the ACerS Membership Committee. The D&I subcommittee met via phone twice prior to our first MSDC meeting in Oct. 2017. They met in person at MS&T in Oct. 2017, i.e. just after our meeting.

This subcommittee is chaired by Susan Sinnott and the full membership is shown on this site:
<http://ceramics.org/about/governance/executive-committee-board-of-directors>

Working through the ACerS Membership Committee, they put forth two motions that were approved by the ACerS Board of Directors at their regularly scheduled meeting in January:

- To disseminate ACerS existing statement on diversity and inclusion through the Society, including to divisions and committees, and to reproduce the statement on Society forms that request support from the Board.
- To require Committees and Divisions to report on the way in which they considered diversity and inclusion as part of their selection process. Meetings proposal, workshop proposals, and other requests for resources made by committees, divisions, and members should contain a statement regarding plans to impact diversity and inclusion in the Society

Lynnette reported that the final minutes from the last meeting were posted on the ACerS website. Societies are welcome to post these minutes on their own society websites as well.

Lynnette indicated that we will be seeking volunteers to take over administrative duties of this Council next year. The next society willing to chair this Council needs to let Kevin Thompson know as soon as possible so we can ensure a smooth transition.

Lynnette reported that the first article in the Materials Research Society (MRS) Bulletin Diversity Series has been published. Olivia Graeve and her co-authors did a terrific job.

Amy Clarke commented that both AIST and TMS recognize the need to grow their pools of award nominations.

Calendar of Events: a calendar of events page was discussed so that people interested in diversity issues could review planned events, and awards that recognized diversity efforts.

It was agreed the next meeting should be by conference call, but a meeting was not scheduled.