

Multi-Society Diversity Council Meeting
Monday, October 15, 2018 , 12:00 noon – 1:30 pm
Hilton Hotel, Private Dining Room, Columbus, Ohio

(Minutes in Italics: Action Items in **Bold**)

- 1) Welcome – *Began meeting ~12:13PM*
- 2) Attendance and introductions
*Lynnette Madsen, ACerS
Diana Essock, ASM
Amy Clarke, AIST
Robert Hyers, TMS
Michele Feder, (via phone) MRS
Keith Bowman, MSDC Chair
Lesley Frame, ASM
Regrets: Martha Mecartney, Sossina Haile, Dianne Chong, Talat Rahman*
- 3) Update on panel discussion at MS&T
*- LM shared that the organization was relatively late – programming is on Wednesday and a late addition to the program.
-MSDC members shared that they had not heard about it until recently and that we need to improve communications and networking for similar events in the future.*
- 4) Succession planning for the Multi-Society Diversity Council. AIST is on board to chair next, but need board to vote in November for approval
*-Need established MOU or similar record for all participating groups
-LM will ask ACerS about hosting website for visibility and record keeping
-Should we have a co-chair?
-Should we have a multi-year appointment for chair position for greater stability
-How will rotating leadership roles affect agreements with organizing societies?
-(was presented as new business) -what is the mechanism and expectations for adding new organizations?*
- 5) Generating a list of diversity-related policies and practices for benchmarking each of our organizations
*- **KB, with KT's help, will generate list of practices/activities for benchmarking survey of each organization.***
Intitial List:
*-Organization Diversity Policy – list of specific designations (e.g. gender, race, economic status, citizenship, disability, etc.)
-Meetings Policy – (diversity of participants, speakers, behavior rules, harassment, etc.)
-Accommodations (e.g. bathrooms, prayer, child care, nursing, signing, audio description, etc.)
-Demographics of Leadership, Board Membership, Committee Leadership, etc.*

- Diversity Committee or Task Force (permanent, ad hoc, reporting lines, etc.)
- Diversity and Inclusion Meeting Programming (special meetings or regular/annual meetings)
- Diversity and Inclusion Standing Items on Board Agenda

6) Items to share with other societies

LM- ACerS (see items above under LM)

RH – TMS

- TMS Diversity Committee Meeting
- First Diversity Breakfast – Discussion of Gender Identity (attendance 60% women, better URM representation than by membership, etc.)

AC – AIST

- Women in Steel Initiative
- Women in Tech Careers
- Extension to shop floors
- Increase Chapter Level Participation
- Survey
- International – Lower Income country memberships

MF – MRS

- Inclusive Graduate Education Network Collaboration with APS
- Increase conversion of diverse undergrads to grad school

DE – ASM

- 2014 began Diversity Initiatives – Women in Materials Engineering Breakfast is an annual and very successful event.
- Third Successive Diversity Committee Chair
 - Four Subcommittees:
 1. Events – Networking, breakfast, etc.
 2. Career & Leadership Development – Webinars, Mock Interviews, Leadership Training (Joint with Emerging Professionals Committee),
 3. Leadership & Chapters – Annual chapter training integration
 4. Recognition and Promotion – Nominations, One Page in AM&P (proposed 5th subcommittee – Retention)

7) Strategic plan

- Documenting Current Practices of Organizations
- Assessing Gap between what we aspire to accomplish
- Benchmarks that demonstrate our success

8) New Business

- DE – Possible addition of Canadian Institute of Mining, Metallurgy and Petroleum (CIM) and the American Welding Society (AWS)
- No objection – need to discuss mechanism of participation and membership**
- DE will contact and coordinate discussions- Note: dependent on MOU and succession planning.
- KB, with support of KT, will plan next phone meeting @December.

9) Adjournment 1:32PM