

Multi-Society Diversity Council Meeting Minutes October 8, 2017, 1:00 pm, Omni Hotel, Pittsburgh

Those attending: Vicki Burt (ASM), Diana Essock (ASM), Michelle Feder (MRS), Nicole Hale (ASM), Lynnette Madsen (ACerS), Martha Mecartney (ACerS), Anthony Muscat (AVS, by telephone), Kelly Sukol (ASM), Kevin Thompson (ACerS) and Judy Todd (ASM).

AIST was not represented at this meeting.

Goals: ensure Council professional societies are welcoming to all groups through format and content of meetings, society websites, etc.

- Groups include, but are not limited to, new parents, minorities, people with disabilities, women, LGBTQ+, aboriginals/natives and foreigners (non-Americans)
- Exchange of ideas and approaches between different societies likely to be synergistic
- Societies are not required to share all – some items may be close-hold
- Founding Member societies: ACerS, AIST, AVS, ASM and MRS. TMS was invited, but we did not receive a positive response prior to this meeting.
 - The Council should consider (at least annually) whether or not to add additional societies. Although we did not discuss the mechanics in detail at this meeting – some mechanics are proposed within these minutes: Each member society should have one vote. Majority rules. If the vote is tied, then the decision may be deferred, or the Society currently serving as Chair can decide.
- Meet in person 1-2 times per year; teleconference 1-2 times per year; no other financial commitment is anticipated or implied
 - Agreed to meet at MS&T next year (Oct.14-18, Columbus) – ACerS will host
 - Explore best venue each time – could be private restaurant room or at a university. Likely we will have call-ins since not all will be able to justify travel
- Rotation every 2 years through the 4 positions: Past Chair, Chair, Vice-Chair, Secretary (rotate both person and society); after Past Chair, individuals become a member of the Senate (and are invited to attend future meetings)
 - Action Item: need volunteers for Vice-Chair and Secretary
 - Post-Meeting Note: Martha Mecartney has agreed to serve as Co-Chair for 2018 with Lynnette Madsen. Lynnette does not have the time to shoulder this responsibility on her own.
- **Agenda item for next meeting:** Consider award from the Council for a man (i.e. someone who is not underrepresented) who makes efforts with one or more underrepresented groups.

Each representative was asked to comment on up to three diversity activities they are doing well, and areas that they could be doing better.

AVS

- Membership: 80% male, 20% female and these are both 80% white or Asian
- Struggle to include a representative number of minorities
- 50% academia, 30% industry (used to be higher)
- Host a diversity breakfast – company sponsored in 2017 (supports one speaker to travel)
- Break time used to share experiences, diverse group, directed at early career researchers

- Survey contemplated to get opinions regarding climate, respect, etc.
 - ASM conducted a survey before forming their Women in Engineering committee a few years ago and has agreed to help AVS

MRS (Michelle)

- Women's workshop – mentoring a research lab
- Awards committees, meetings committees
 - Looking at diversity
- They are also considering generational diversity
- Did a survey – worked with a survey company (but different to above, not about climate)
- Underrepresented groups and undergraduates mentoring at Spring and Fall Meetings: paired with graduate student or post-doc (they have grant funding for it): students who participate are positive
 - Registration is waived
 - Poster (electronic or printed): feedback not competition
 - Retention is not strong, no system in place to follow them
- Awards not very diverse
 - New subcommittee under engagement to help nominate underrepresented groups
 - 47% international membership but awards only 10%
- Post-doc grants for travel to symposium (1/2 registration fee)
- Developing country support
- Wish List: better understanding of mind set for inclusion across society (**Agenda item for next meeting**: perhaps this is something the Council can work on together)
- Blind nominations being considered
- They profile women award winners (monthly)

ASM International

- breakfast \$25 (challenged) Sandra Olsen
- Career leadership
- Webinars
- Leadership days
- Girl scouts – materials girl patch
- 86 chapters (MRS has ~110 chapters)
- Materials camps under Foundation
- Recognition and promotion committee (Judy is chair)
- Nominating committee is important because it selects who serves on the board, etc.

ACerS

- Lynnette chaired presidential committee, 2013-2014 (one year only)
- During the intervening period, the idea of Council was discussed with ASM (Diana Essock), TMS (Jennifer) and Lynnette; we did not gain enough traction at that time
- Jan. 2017 – Lynnette's first board of director's meeting (and day of Women's March)

- Proposed formation of this Council – it was endorsed by the ACerS President; did not require board approval (since does not affect rules, constitution, etc.)
 - Briefly floated idea of a group within ACerS to work with Council, etc.
- May 2017 – Lynnette's second board meeting proposed formation of Diversity and Inclusion Sub-Committee and it was unanimously approved
 - ACerS Principal Activity Committees are as follow: Meetings, Publications, Member Services
 - The Member Services Committee is composed of:
 - Distinguished Life Member Sub-Committee
 - Panel of Fellows
 - Bulletin Editorial Advisory Board
 - This is where the new subcommittee was added: Diversity and Inclusion Sub-Committee
 - Diversity & Inclusion (D&I) Sub-Committee:
 - 1) Provide home for advancing D&I
 - 2) Garner greater engagement
 - 3) Consider ideas/suggestions brought to them
 - 4) Propose ideas for improvement to ACerS Board and/or Multi-Society Diversity Council
 - 5) Work with ACerS staff to carry out approved changes and new activities/undertakings
 - 6) Recommend future appointees to this Diversity and Inclusion Sub-Committee
 - 7) Prepare/Present report to Member Services Committee
- Founding Members:
 - Broad representation and several company representatives was intentional
 - ACerS Staff Liaison: Kevin W. Thompson
 - Chair: Susan Sinnott, Dept. Chair and Prof., PSU and ACerS Fellow (past President of AVS)
 - Chair-Elect: Shen Dillon, Assoc. Prof., UIUC
 - Young Professional Network (YPN) representative: Qiang Fu, Corning Inc.
 - Global Graduate Researcher Network (GGRN) representative(s): Arnaud Ndayishimiye
 - President's Council of Student Advisors (PCSA) representative(s): Theresa Davey (now an Asst. Prof. in Japan)
 - Kristen H. Brosnan, GE Global Research
 - Mark Davis, Schott and ACerS Fellow
 - Kathy Faber, Prof., Caltech and ACerS Past President
 - Javier Garay, Prof., UCSD
 - Keith Bowman, Dean & Prof., recently moved from SFSU to UMBC and ACerS Fellow
 - Sossina Haile, Prof., NWU, also Chair of MRS Member Engagement Committee
 - Liaison to Multi-Society Diversity Council: Lynnette Madsen, ACerS Fellow (currently ACerS Board)
- Summer 2017: D&I subcommittee had two conference calls – made ~7 recommendations; these were included in the recent ACerS Board packet and will be considered by the Member Services committee later this week. The D&I subcommittee will have its first in-person meeting on Tuesday morning of MS&T.

It was agreed the next meeting should be conference call in January 2018. Meeting adjourned 3:00 pm.