

**Multi-Society Diversity Council (MSDC)**  
**Meeting Minutes March 22, 2019, 4:00 pm by Teleconference**

**Present:** Dianna Essock (ASM), Leslie Frame (ASM), Michelle Feder (MRS), Bob Hyers (TMS), Amy Clark (AIST), Elvi Delgaard (MetSoc), Sossina Haile (MRS), Talat Rahman (AVS), Keith Bowman (ACerS) and Kevin Thompson (ACerS).

Chair Keith Bowman welcomed everyone along with new member Elvi Delgaard (MetSoc). Priti Wanjari (CIM – Canadian Institute of Mining, Metallurgy and Petroleum) and Amber Black (AWS – American Welding Society) were invited but had not yet joined the call.

**Minutes:** Talat Rahman requested to be added to the list of those not in attendance (“Regrets”) at the October 15, 2018 meeting

Bob Hyers asked that in the future the minutes indicate where the minutes are located along with a link for accessing them. Approved minutes are currently available on the ACerS website at: <https://ceramics.org/multi-society-diversity-council-meeting-minutes>. This will change once a new webpage is created for the MSDC.

The minutes were approved with the changes discussed.

**Governance/succession:** discussion followed regarding the governance, future chair, and how to determine which organizations may join.

It was suggested that each organization chair the council for 2 years and a rotation be developed. Should we require that organizations have a materials focus to join? The main objective is to share information. It was decided that rather than recruit other groups, we simply let them come to us with an expressed interest, and then vote to accept or not.

**Society Updates:**

**MRS:** Michelle Feder

- added Diversity & Inclusion statements on their website
- awards reflect diversity
- women in engineering breakfast
- joined an NSF program to help minority students bridge from undergraduate to graduate students

**ASM:** Lesley Frame/Dianna Essock

- added a new focus area on retention. Currently there are low retention rates for women who enter the field of engineering but leave within 5 years. What are other organizations doing about retention? Please contact Dianna if you have ideas.

- Diversity & Inclusion task force to focus on challenges and member needs survey

**AVS:** Talat Rahman

- introducing activities at annual meeting. Roundtable discussions had about 30 people attend
- diversity committee to do panel discussions
- anti-harassment committee to do panel discussions
- code of conduct to be updated. What happens if harassment occurs?
- post event surveys – what did participants think?
- exploring travel grants for child care. MRS offers up to \$500 for child travel/child care. Michelle will send sample application.
- TMS offers family care grants. Committee of volunteers makes the decisions. Samples on TMS website.

**AIST:** Amy Clark

- Executive Committee is focused on women in steel.
- AIST does not want a leadership role in the council, but will participate

**TMS:** Bob Hyers

- approved new strategic plan with a #1 goal of diversity
- DM3 meeting is being planned
- Pride mixers at meetings. 200+ people attended most recently
- symposium on best practices in STEM
- diversity breakfast
- travel grants for families
- retention of careers in industry
- they have a very active Diversity committee

**METSOC:** Elvi Delgaard

- they are a division of CIM. CIM has a diversity committee
- planned a diversity symposium at MS&T

**ACerS:** Kevin Thompson

- active Diversity & Inclusion committee
- board recently adopted language to ensure diversity when selecting board and nominating committee volunteers
- recently approved a new anti-harassment policy
- joined the Societies Consortium on Sexual Harassment in STEM

**How to Measure Progress?**

Keith will create a document for benchmarking success and will share it with the group

**Website:**

- list of organizations with logos
- Minutes from meetings
- Benchmarking objectives

**New Business:**

Retention in the field should be on the next meeting agenda. Talat to send information about the Inclusive Graduate Education Network (IGEN) program.

**Adjournment:** meeting adjourned at 5:00 pm

Once approved, these minutes will be posted on the ACerS website at:

<https://ceramics.org/multi-society-diversity-council-meeting-minutes>