

Human Diversity Committee

Committee Members: A. Castellanos, C. Calderon-Acevedo, L. D'Acunto, N. de la Sancha, L. Dizney, E. Flaherty, T. Giarla, J. Hanson (Chair), R. Jakopak, M. Matocq, D. Maxwell, K. Neil, L. Olson, T. Orr, K. Rowe, R. Rowe, K. Smith, J. Taing, L. Walsh.

Mission:

The mission of the Human Diversity Committee is to ensure the opportunity for active participation in the ASM by all members, regardless of gender, race, ethnic background, age, physical disabilities, or sexual orientation.

This committee serves the Society by working to encourage and facilitate an increase in the diversity of active participants of the Society by working to reduce any and all barriers to participation, service, and governance (especially those associated with under-represented groups). Accordingly, the committee is examining approaches and efforts to increase diversity within the Society, especially the diversity of the participants in societal activities and functions. This committee also plans and conducts various workshops, symposia, and other activities associated with its mission.

Information Items – June 2019 to date:

- (1) The committee hosted a bias awareness symposium which was very well attended. The responses from attendees was very supportive and the committee was investigating holding this again in Boulder. We will revisit this in 2022.
- (2) In addition to the event above, the committee hosted a town hall to provide a time for discussion with the President, President-Elect and Ombudspersons regarding diversity related topics. This was also very well attended, and a very good list of suggestions was developed from the discussion. We believe this is a very important way for the society to meet with the leaders of the society and recommend a similar event be held on a regular basis (biennially).
- (3) The committee worked with the program committee to include pronoun stickers with the ongoing rainbow sticker initiative at the DC meeting. This was well received.
- (4) The committee has been meeting informally with other diversity groups from different organismal societies to share ideas and see about working together.
- (5) We are working with the program committee to designate a lactation room and a gender neutral bathroom for the Alaska meeting, and to work toward providing more non-alcoholic options at receptions.
- (6) Our travel award nomination program is still very important and had received a number of nominations before the meeting was cancelled, we hope to continue this again. In addition we are trying to find ways to raise funds for this award to be able to establish it

as a permanent fund, and name it after a person who was a trailblazer on diversity issues for the society.

- (7) We are working with the Ombudpersons to create a diversity award and with Program Committee and Publications Committee to create an award for early career scientists that are tied to journal publications.
- (8) We are working with International Relations and the African Grad Student Research Fund Committees to find support for a Symposium on Recent Advances in the Conservation of African Mammals which we believe is an important way to increase representation in the society of researchers from this under represented part of the world.
- (9) We are working with the Program Committee to host a diversity event at the Alaska meetings. This will be held at the Alaska Native Heritage Center.

Action Items:

(1) Budget Request

Under Represented Groups Travel Awards

\$ 10,000 - this is a continuation of the program

Diversity Event at Alaska Native Heritage Center

\$ 37,500*** (in meeting budget)

The diversity social at the Alaska Native Heritage Center is an event designed to 1) provide recognition of native peoples in Alaska whose traditional lands we will be meeting on, 2) demonstrate our commitment to diversity and inclusion, 3) provide a way for every attendee to visualize and appreciate the diversity present at the meeting. The event is currently funded in the meeting budget at a level where the ticket per person is \$25 (this represents the \$37,500). We are asking the board to support this level of funding to make the event affordable to as many people as possible. If we make the event pay for itself the cost per person would be almost \$60. This cost would be prohibitive for many people and would then eliminate some of the very diversity we are trying to celebrate. By lowering the ticket cost to \$25/person we make the event more attainable and inclusive. In addition, because this amount is already accounted for in the meeting budget we are not requesting additional funds, just support is using meeting funds for this.

African Mammalogy Symposium

\$ 9,000 (duplicated in other requests)

Along with the sponsoring African Graduate Student Research Fund Committee, the Human Diversity Committee together with the ASM's Conservation and International Relations committees are co-sponsoring the effort to organize a symposium entitled, "Recent advances in the conservation of African mammals" at the 2021 joint American Society of Mammalogists–International Mammalogical Congress in Anchorage, Alaska. This symposium would represent the first effort to increase exposure of meeting attendees to historically-underrepresented geographic regions, and attendance by mammalogists from said regions. With the Board's support, it is our intent that this symposium would represent the first in a longer-term commitment by the ASM to promote global diversity of mammalogists and mammalogy. A request is being considered for the next ASM budgetary cycle for the ASM Board to consider matching funds for up to \$9000, which

the Board of Directors unanimously supported in an informal straw poll at the annual meeting in Washington DC, as reflected in the unabridged minutes from last year's meeting. Since this time, our committees have raised \$24,000 for this effort. We ask for the Board's support in dedicating \$9000 to this effort.

Respectfully submitted,
John D. Hanson, Chair
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