

# Engineering Societies' Activities in Promoting Diversity and Inclusion: A perspective from The Minerals, Metals & Materials Society



# TMS Overview & Member Profile

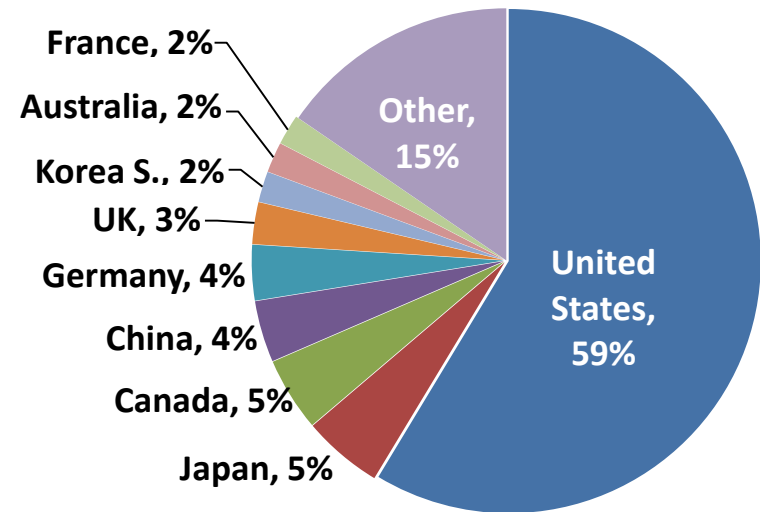
Non-profit professional society with approximately 13,000 members from across the globe, headquartered in Pittsburgh, PA

INDIVIDUALS	
Professionals	7,932
Students	5,083

GENDER	
Male	87%
Female	13%

EMPLOYERS	
Academia	42%
Industry	39%
Government	14%
Retired	4%
Unknown	1%

ETHNICITY (U.S.)	
White	72%
Asian	19%
Hispanic or Latino	4%
Black/African American	3%



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# The TMS Diversity, Equity, & Inclusion Journey

PAST

## Primarily Gender-Focused Activities

- Women in materials science and engineering breakfast
- Women in materials science and engineering committee



PRESENT

## Emphasizing Inclusion

- Summit with multiple foci
- Strategic focus
- Family care program
- Society-level awards

**DIVERSITY** (DMMM3)  
IN THE MINERALS, METALS, AND MATERIALS PROFESSIONS

FUTURE

## Changing Culture

- Inspiring the next generation
- Cultivating diversity and inclusion within committee and leadership structure



# Challenges and Lessons Learned

## Takes top-down leadership but bottom-up efforts equally important

- Leadership can set vision but must have sustained effort and buy-in from volunteers to enact change
- Example: Initiatives such as TMS Diversity Summit heavily depend on volunteer organizers

## Beyond support of external activities and outreach, must also look inward at society operations

- Staff and volunteers must be willing to adapt to address the implicit biases built into existing procedures
- Example: Permitting more opportunities for gender and ethnic identification on TMS forms/surveys to help underrepresented groups feel more included in the society

## Accelerating ascension of underrepresented groups to top leadership levels requires strong efforts on many fronts

- Even with multifaceted approaches to advance diversity, can take long time to see progress
- Example: Board of Directors recognized fellows award doesn't reflect true diversity of profession and in 2017 convened two ad hoc committees to identify mechanisms to increase diversity with respect to gender, professional affiliation, and international representation; changes debut in 2019 process

# Additional Activities and Information

- Diversity Statement
- Diversity Summit Series
- Diversity and Inclusion Toolkit
- Diversity Committee
- Diversity Breakfast at Annual Meeting & Exhibition
- Family Care Program
- Training of TMS volunteer leadership on diversity and inclusion
- Leadership Recruitment Committee
- Anti-harassment policy
- Participation on “Diversity in Materials Council” for multiple materials science and engineering societies
- Diversity Report: Thinking Globally
- *Materials Explorers*<sup>TM</sup>
- *JOM* Articles on Pioneers for Progress
- Mythbusting Quiz
- Diversity Symposia
- Diversity Awards

[www.tms.org/diversity](http://www.tms.org/diversity)

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