

Human Diversity Committee

Committee Members: J. Hanson (Chair), C. Calderon-Acevedo, J. Alston, N. de la Sancha, L. Dizney, E. Flaherty, T. Giarla, R. Jakopak, M. Matocq, L. Olson, T. Orr, R. Rowe, K. Smith, J. Taing, K. Thorington, L. Walsh, A. Weller

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 2020 to date:

- (1) In response to the recent focus on racial justice in the US and an open letter sent to the board, officers, and select committee chairs the Human Diversity Committee helped draft a statement on behalf of the society addressing racial inclusion. This statement was sent to our members.
- (2) Because of the COVID pandemic the committee did not host any meeting based events.
- (3) The committee worked with the officers and ombudspersons to establish the Mary J. Taylor award.
- (4) The committee worked with the board to repurpose the HDC meeting budget for 2020 to focus on efforts at increasing racial inclusion in the society. As part of this we helped support the Black Mammalogy Week (BMW) program in September 2020.
- (5) We worked with the BMW to establish the Black and Indigenous Scholars award. This award is designed to offer small grants (\$200-\$1500) to support the research and academic pursuits of Black and Indigenous mammalogists.
- (6) We are working on developing a demographic survey to be sent to the membership with a first draft created and under review.
- (7) We have established a group to work on creating a “diversifyMammalogy” database.
- (8) We have been participating with the LGBTQ+ in scientific societies working group.

Action Items:

(1) Budget Request

Under Represented Groups Travel Awards

\$10,000 - this is a continuation of the program that has been in place for in person meetings. The funds are used to bring promising students to the meeting to experience what is possible in mammalogy.

Diversify Mammalogy Database

\$1,000 - this amount would be used to fund setting up the database. The cost will most likely be less but additional is requested as contingency.

Black Mammalogy Week (or other diversity event)

\$3,000 - this amount would be used to support a Black Mammalogy Week event, or if that event does not take place, host a diversity mixer at the 2022 meetings.

Total

\$14,000

Respectfully submitted,

John D. Hanson, Chair

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