

## **Human Diversity Committee**

**Committee Members:** L. J. Dizney, C. M. T. Himes, C. B. Jones, D. M. Kaufman (Chair), D. W. Kaufman, D. Martinez, K. McBee, O. R. W. Pergams, K. C. Rowe, J. A. Salazar-Bravo, C. W. Thompson, V. Turner, and C. K. Welch.

### **Mission:**

The purpose of the Human Diversity Committee is to ensure active participation in the ASM by all members, regardless of gender, race, ethnic background, age, physical disabilities, or sexual preference. Further, we remind all ASM members that our ombudspersons (R. W. Thorington and F. A. Smith) are available to listen, mediate, or advise on issues regarding discrimination, inappropriate conduct, or other unprofessional behaviors (see *Journal of Mammalogy* 78:268 [1997]).

### **Information Items:**

The HDC continues in its efforts to support and promote diversity in all aspects of the ASM. At this year's meeting, we will conduct a survey of the annual meeting attendees. The purpose of this survey is to track the basic demographic information of attendees and relate ASM participation patterns to diversity information. This survey is comparable to those completed in 1999 and 2003.

This spring, the HDC submitted a symposium proposal (organized by Kevin Rowe) designed to examine human diversity and mammalogy in the 21<sup>st</sup> century. The symposium subsequently was accepted and will be presented at the 2008 annual meeting at South Dakota State University (SDSU). Presentations will include a review of ASM history, demography, and diversity (including the results of 1999, 2003, and 2007 meeting surveys) and a presentation of one minority mammalogist's pathway in research and science. In addition, two presentations by local SDSU faculty will address diversity sensitivity and enhancement issues in a university setting and introduce issues related to Native American culture, history, and customs. Hopefully, the symposium attendees will find this information illuminating and unique, providing particular insight into concerns and approaches related to particular cultures.

The HDC continues to work on providing an information clearinghouse related to diversity issues, and tentatively have assembled a series of websites that could form a web page to be served from the ASM website. The purpose of such a web page would be to provide information, data, and approaches to address the value, support, recruitment, and retention of human diversity in science (especially mammalogy). These sites would be aimed at addressing all facets of human diversity (particularly to any impediments to full participation in ASM or science, which may include gender, race, ethnic background, age, physical disability, or sexual preference). We still are working out the logistics of providing such a page.

As always, ASM members and meeting attendees (e.g., who have suggestions for diversity-promoting activities) are encouraged to speak with, or contact by email, any of the above committee members or Chair of the HDC. We continue to examine the role of our committee and we seek feedback from current members and meeting attendees related to the general goals of the committee and possible obstacles to full participation in the ASM. Anyone interested in participating in the HDC should contact the Chair.

We would like to recognize Hopi E. Hoekstra and Deidre A. Parish for their years of participation on the HDC. Finally, with great sadness, we note the truly untimely death of Michelle Knapp.

**Action Items:** We request that all members complete the survey being circulated during the meetings.

**Respectfully submitted,**  
Dawn M. Kaufman, Chair  
(dkaufman@ksu.edu)