

Human Diversity Committee

Committee Members: L. J. Dizney, C. M. T. Himes, D. M. Kaufman (Chair), D. W. Kaufman, I. M. Ortega, K. C. Rowe, C. W. Thompson.

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:

(1) The HDC continues its efforts to promote and support 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 to relate ASM participation patterns to overall diversity information. (This survey is comparable to those completed in 1999, 2003, and 2007.) We are pursuing efforts to automate assessments of diversity of meeting attendees (as part of the Annual Meeting registration) and of the general membership (via membership information from Allen Press).

(2) In concert with this year's survey, we will present information about diversity in the ASM as a poster at the Annual Meeting ("The changing face of American mammalogy: the history and status of human diversity"). This poster is based on results from previous meeting surveys, as well as demographic data related to diversity in the general membership and those serving in the governance of ASM. This will serve to present new aspects of changing diversity patterns in the ASM over the last two decades, as well as to update information published fifteen years ago in the 1996 "Women in Mammalogy" Special Feature in the *Journal of Mammalogy*.

(3) With the new, redesigned ASM website coming online this spring, we can now proceed with our efforts to provide a clearinghouse website that will serve as a storehouse of information related to diversity. The aim of this webpage will be to provide information, data, and approaches to address the value, support, recruitment, and retention of human diversity in science and mammalogy. We hope to make this informational clearinghouse available (via the ASM website) yet this summer.

(4) We continue to invite involvement and to maintain a dialogue to assess the goals and objectives of this committee and seek feedback from those who have specific suggestions for approaches and activities to continue to increase the opportunities for and participation of those under-represented in the ASM. We also would like to recognize Natalia M. Belfiore, Clara B. Jones, Deanna L. Martinez, Karen McBee, Jorge Ortega, Oliver R. W. Pergams, Justin R. St. Juliana, Robert G. Trujillo, Corey K. Welch, Dou-Shuan Yang, and Claire A. Zugmeyer for their input and years of service on the HDC.

Action Items: None.

Respectfully submitted,
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