

## Human Diversity Committee

**Committee Members:** R. P. Anderson, J. R. Burger, A. S. Chavez, L. J. Dizney, J. H. Douglas, J. D. Hanson, D. M. Kaufman (Chair), D. W. Kaufman, T. J. Orr, I. M. Ortega, K. C. Rowe, and 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 works to promote and support diversity in all aspects of the ASM—in particular, we want to continue the momentum of our recent efforts to promote, encourage, and support diversity related to sexual orientation, race, ethnicity, and gender. We welcome input and ideas to address what the membership views as *its* needs, with regard to diversity. Specifically, we seek to provide more regular programming at the Annual Meeting, in order to encourage conference attendance and to support our attending membership with activities and information that is best presented in a *face-to-face* format. We want to further encourage membership and participation via the use of more extensive *online* programming (via the ASM website); we hope the use of electronically served information and material will support the entire membership of the Society with wider outreach throughout the year, as well as to promote retention and potentially tap into new members.

(2) We seek to have wide general participation in and feedback for our Committee from ASM members. Specifically, at the 2014 Annual Meeting in Oklahoma City, we hope that interested ASM attendees will come to our committee meeting and, therefore, have scheduled it relatively late in the conference to maximize broader participation (*4:30 pm on Monday, 9 June*). Much of what our Committee can accomplish springs from grassroots efforts to understand the needs of members, as well as development of the means to fulfill these needs. Further, in addition to specific objectives, we will continue to monitor and assess diversity within the Society. In accordance with these goals, we seek funds to conduct our fifth quadrennial survey of conference attendees at the 2015 Annual Meeting; we are working to design a corresponding electronic survey of the entire membership to complement the information that we collect at the Annual Meeting.

### **Action Items:**

(1) The HDC requests \$150 to cover incidental expenses and printing costs in order to carry out a diversity survey and material to promote diversity at the 2015 Annual Meeting.

**Respectfully submitted,**  
Dawn M. Kaufman, Chair  
([dkaufman@kings.edu](mailto:dkaufman@kings.edu))