

## Human Diversity Committee

**Committee Members:** C. Himes, H. E. Hoekstra, D. M. Kaufman (Chair), D. W. Kaufman, B. R. McMillan, D. A. Parish, V. Turner, 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:**

(1) The Human Diversity Committee (HDC) continues in its efforts to promote and support diversity in all facets of the ASM. Accordingly, this year, the HDC worked with the Local Committee to ensure that a diverse group of members were invited to serve as chairpersons for concurrent sessions. In keeping with this goal, we have reassembled a list of members who would like to serve as session chairs and will continue to pursue steps to develop and expand this list. These include soliciting interested members via the ASM website, the Mammal-L listserv, and annual meetings (starting this year at Southwest Missouri State University). The HDC also continues its efforts to see that a diverse array of candidates is nominated for potential service on the Board of Directors and as Officers.

(2) The HDC is compiling and analyzing the information gathered to assess diversity of attendees at previous ASM meetings. Working with members of the Program Committee, the HDC will gather additional information by adding questions to an ASM-wide survey that is scheduled for the 2005-2006 membership year.

(3) The HDC currently is examining the future role of our committee. Most participants in the ASM recognize that the Society has not been as successful as hoped in attracting ethnic and racial diversity to the ASM. The HDC finds, however, that in our ever-evolving capacity to enhance diversity, we are fighting issues that are larger than ASM itself, many of which are reflective of a much larger pattern in science. Still, the HDC is searching for ways to address this issue within the ASM. The HDC also is seeking ways to retain the diversity already achieved within the ASM. Finally, the HDC strives to maintain the gains we have made, such as working to ensure equal-gender participation.

For the future, the HDC is considering serving as a possible clearinghouse for information (most likely via the ASM website) related to the recruitment, retention, and support of human diversity in science. We are deliberating potential sponsorship of some type of activity at the 2007 annual meeting, and are debating the format and potential topic(s) for such an activity. The HDC seeks feedback related to potential activities, the

general goals of the committee, and from current members as to what they see as impediments to full participation in the ASM.

(4) Finally, we are looking to further expand the membership of the HDC; ASM members who are interested in the mission of, and participating in, this committee should contact the Chair. For their service and input, we would like to thank those members who rotated off of the committee in 2004: S. K. Lyons, C. C. Maguire, M. H. Schadler, B. C. Woods. For his many efforts, we especially would like to thank I. M. Ortega, who served as Chair of the Committee from 2002 to 2004.

**Action Items:** None submitted.

**Respectfully submitted,**  
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