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DMMM5: A Decade of Creating Inclusion and Belonging for Diversity in the Minerals, Metals, and Materials Professions

Starting with the first TMS Summit on Creating and Sustaining Diversity in the Minerals, Metals, and Materials (DMMM) Professions in 2014 at the National Academy of Sciences, TMS embarked on exploring and cultivating diversity through sharing proven, practical solutions members can take back to their workplaces where diverse participation in our profession enhances creativity, innovation, and productivity. Over the past decade, TMS has held four DMMM summits that have focused on gender, race, LGBTQ+, and neurodivergence topics in science and engineering and addressing unconscious bias, imposter syndrome, hiring best practices, and allyship. These summits have provided us with new resources toward greater inclusion and diversity in the fields of minerals, metals, and materials. This fifth summit will highlight the progress and lessons learned of the past decade, while discovering tools and opportunities for continuing future progress.

Session 1: A Decade of DMMM Impact

We will review the topics, lessons learned, and progress from the first four DMMM summits with speakers representing the previous summits. In addition to reviewing key ideas and impacts from past summits, we will explore intersectionality as we engage prior attendees and introduce new attendees to foundational themes in this space.

Session 2: Physical & Cognitive Diversity

Continuing on from our introduction of this topic at DMMM4, we will explore diversity in physical, cognitive, and/or sensory experience. We will discuss how to create and maintain a culture of inclusion and belonging for those with physical and cognitive diversity and embrace these unique gifts.

Session 3: Taking Actions to Continue Progress

For the closing Plenary of the first DMMM, Prof. Mildred Dresselhaus, shared that “Although progress has been made during my career in increasing diversity throughout the various fields of science and technology, equal entry has not yet been achieved. Many reasons will be given why it is in the public interest to achieve this goal.” To further this vision, we will explore the present-day context, drivers and agents of change that are required to assist individuals and TMS as a society as a whole to support continuing progress in inclusion and diversity.

Session 4: Personal & Professional Development

Our last session will focus on personal and professional development of DMMM5 attendees and facilitating their growth in the systems and environments in which they work. This will provide an opportunity to celebrate progress made, concurrently empowering us all and sustaining a positive call to action for the future.

ORGANIZERS

Eric Brown, Los Alamos National Laboratory; **Blythe Clark**, Sandia National Laboratories; **Ben Britton**, University of British Columbia; **Lauren Garrison**, Commonwealth Fusion Systems; **Keith Bowman**, University of Maryland Baltimore County; **Chelsey Hargather**, New Mexico Institute of Mining and Technology; **Olivia Underwood Jackson**, Sandia National Laboratories; **Katelyn Jones**, Carnegie Mellon University; **Suveen Mathaudhu**, Colorado School of Mines; **Emily Moore**, Lawrence Livermore National Laboratory; **Semanti Mukhopadhyay**, Pacific Northwest National Laboratory; **Mary O'Brien**, Los Alamos National Laboratory; **Ashley Paz y Puente**, University of Cincinnati; **Soumya Varma**, KLA Corporation; **Yongqiang Wang**, Los Alamos National Laboratory; **Eva Zarkadoula**, Oak Ridge National Laboratory

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