
DIVERSITY



**IN THE MINERALS, METALS, AND
MATERIALS PROFESSIONS (DMMM1)**



Summit Highlights

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When I overheard this comment on Tuesday morning, I knew this conference was different from any I'd attended before:

“I switched purses, so that’s why I’m so disorganized...”

Other notable quotes:

If you're in a position of management...make it happen, make the change."

"I'm tired of carrots. It's time for sticks."

"We have a responsibility to move things forward."

"It's encouraging to see 'operational ideas' coming out of academia."

"if you want to be a General, dress like a General."

"We have the right to have hobbies!"

There's a story behind this:

**“I notice that everyone wears sweater vests at my work.
I've joined in in my own way.”**



Best mission statement for the Summit:

**“Leaders shouldn’t just send the choir,
they should be the choir!”**

-Johnnie DeLoach

We began with data

NSF has the best, longest data set on STEM diversity.

- There's no question there is a problem: The STEM population does not resemble the US population.
- But it is improving for women.

Key challenges

- **How can we leverage the advances made by women to include under-represented minorities?**
- **How must we adjust our tactics and goals as we achieve success?**

Keynote talks crystallized the themes

The three sectors presented three “flavors” of diversity strategies.

However, they converged upon four themes:

- **Leaders at the highest levels must create the culture and take direct actions.**
- **Mindful recruiting, using best diversity practices, is essential.**
- **We can't expect diversity to come naturally. Policies, training, and support structures are needed at all levels.**
- **We are moving past a “numbers” game to an inclusive workplace.**

Sector breakouts held surprises

Industry

- Wide spectrum of diversity progress in industry.
- Lack of data, compared to academia.
- Disseminating success stories (and lessons learned)

Opportunities to share best practices

- **Diversity in the strategic plan**
- **Diversity as a performance metric**
- **The value of Employee Resource Groups**

Sector breakouts held surprises

Academia

- Top down changes is slow and difficult – so how to engage from the bottom up?
- Work-life balance and the dual career issues are particularly challenging.

Opportunities to share best practices

- **The NSF ADVANCE program has created an impressive array of resources.**
- **Bridge programs show great promise for URMs.**
- **Somehow, we've got to train the un-trainables!**

Sector breakouts held surprises

Government

- Let's get out of the box

Opportunities to share best practices

- **Scientists are world travelers with great jobs**
- **Give everyone a “bias assessment” with action plan to mitigate shortcomings**
- **Have a “diversity moment” at the beginning of every meeting**
- **Penalize leaders who miss diversity milestones**

Career track sessions were lively

Early career

- Harassment is still occurring in many forms. Report and document!
- Small things matter in the workplace—lab coats, bathrooms, lactation support.
- Speak up and keep speaking up!

Career track sessions were lively

Mid career

- What is mid career? When the protégé becomes the mentor.
- To make the next advances, one may need to gain new skills and perspectives.
- Beyond the “glass ceiling”: Are the opportunities to advance desirable?

Career track sessions were lively

Leadership

- How can a “diverse” person get the message out to a mainstream audience?
- Vibrant exchange of ideas among the leadership network
- Never underestimate peer pressure!

Heard again and again

Mentorship

Work / life balance

Community

Awareness

Vigilance

Throughout the Summit

Stories of exceptional scientists and engineers

- **How do we make the exceptions the rule?**

Networking and community building

- **How do we keep the buzz buzzing?**

Next steps

Outcomes @TMS:

- Summit content will be captured in a document
- Presentations will be available
- Resources will be posted
- Bring Summit highlights to other events
- Start planning the next Summit
- Other ideas? Bring 'em on!

Next steps

Outcomes 4U:

- **Commit to go home and advocate with your boss for one of the good ideas you've heard here.**
- **Commit to follow up with one person you've met here.**