



The Minerals, Metals & Materials Society

# ABOUT THE TMS DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

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The TMS Diversity, Equity, and Inclusion (DEI) Committee is responsible for developing TMS programs, initiatives, and activities that address the professional needs and aspirations of underrepresented persons actively pursuing a career in minerals, metals, and materials science and engineering. The DEI is a subcommittee of the TMS Membership & Student Development Committee, and in that role, advises on the establishment of strategic objectives related to increasing underrepresented minority participation in the Society.

## CURRENT INITIATIVES

### ***Summit on Diversity in the Minerals, Metals, and Materials Professions (DMMM)***

The DEI is responsible for organizing the TMS DMMM Summit Series, the only recurring conference specifically focused on the unique challenges and opportunities in building a more diverse, equitable, and inclusive minerals, metals, and materials professional community.

### ***TMS Pride***

TMS Pride advises and leverages DEI resources to advocate for and facilitate the inclusion, recognition, and networking of LGBTQ+ students and professionals. TMS Pride organizes and develops supporting resources for the LGBTQ+ and Allies Networking Mixers at both the TMS Annual Meeting and Materials Science & Technology (MS&T) conferences. For more information, contact [TMS Pride@tms.org](mailto:TMS Pride@tms.org)

### ***Race and Ethnicity Working Group***

The mission of the TMS Race and Ethnicity Working Group of the DEI is to identify, engage and promote high potential members from within the TMS membership that are also members of TMS' most underrepresented populations and prepare them for leadership across all levels of the Society.

### ***Research, Evaluation, and Best Practices***

TMS was the only materials professional society to participate in the STEM Inclusion Study, supported by the National Science Foundation, in 2018. The DEI has established a structure to use the results of the study as a springboard to pursue a deeper understanding into the needs and issues of underrepresented groups within the TMS membership, and then prioritize and recommend actions and evaluation mechanisms based on prevailing best practices and model policies to address those issues.

### ***And, There's More. . .***

The DEI also organizes an annual special article section in *JOM: The Magazine*, advances nominations of deserving members who represent the broad diversity of TMS for key Society awards, organizes the long-standing Diversity and Inclusion Breakfast at the TMS Annual Meeting, and considers and acts upon requests from other committees and TMS leaders to address issues relevant to advancing diversity, equity and inclusion within the Society.

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## JOIN US

Any TMS member in good standing can join the DEI. We welcome anyone who is seeking an outlet for making a real impact on diversity, equity and inclusion in our profession.

## CONTACT

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