

DIVERSITY (DMMM3)

IN THE MINERALS, METALS, AND MATERIALS PROFESSIONS



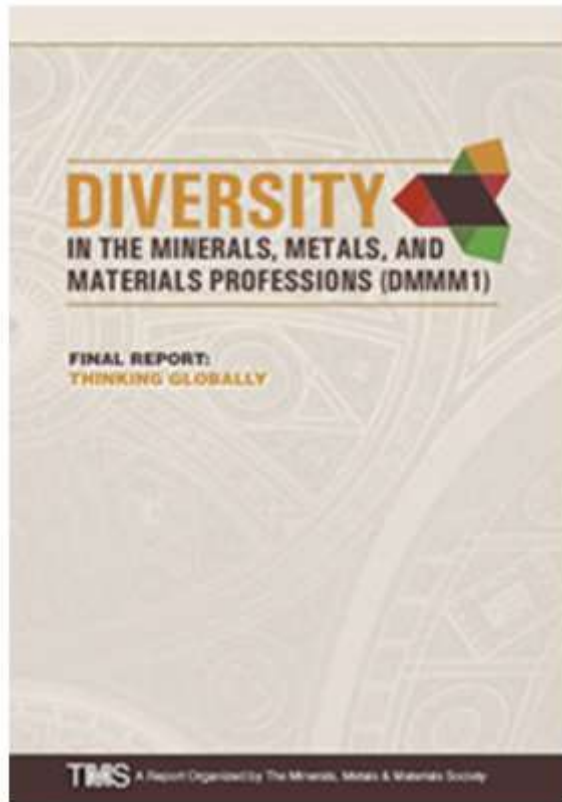
BRIEF CAMPUS & LAB TOUR

Meet after closing session at
the Club & Guest House
Terrace @ 4:30 PM



PRESENTATION CONTENT & RESOURCES

From current and past DMMM3 summits...



www.tms.org/diversity

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TMS Diversity and Inclusion Toolkit

The insights and recommendations gained from the First TMS Summit on Creating and Sustaining Diversity in the Minerals, Metals, and Materials Professions (DMMM1), July 29-31, 2014, serve as the foundation for this resource. Since publishing the initial toolkit from DMMM1, TMS has expanded this resource to become an interactive clearinghouse of tools addressing diversity and inclusion issues in the workplace and professional community.

The following resources are available at no charge, and no log in is required to view them. Simply choose a category to locate the tools that best meet your needs or search for topics by keyword.

Resources are divided into the following categories:

- [TMS Diversity Summit Presentations](#)
Watch videos and download files of selected presentations from TMS Diversity summits.
- [Advancement and Assessment Resources](#)
Access valuable resources that can assist in training and measuring progress on diversity and inclusion programs.
- [Reference Materials](#)
Learn practical ways to increase awareness and practice diversity and inclusion in your organization.
- [Skill-Building Resources](#)
Find training sites and programs suggested by, or reflective of those indicated by, speakers and participants from the TMS Diversity Summits.
- [Community Partners and Resources](#)
Access electronic forums for discussion of diversity and inclusion issues.

SEARCH BY KEYWORD



FEEDBACK

We'd love to have your feedback...

Feel free to share your thoughts with:

- TMS staff
- any of the organizers
- the survey you will receive next week



***Jonathan Madison**, Sandia National Laboratories (Chair)*

***Jennifer Andrew**, University of Florida*

***Megan Brewster**, Launch Forth, a division of Local Motors*

***Amy Clarke**, Colorado School of Mines*

***Kristen Constant**, Iowa State University*

***Oscar Dubón**, University of California, Berkeley*

***Emily Kinser**, 3M Corporate Research Laboratory*

***Matthew Korey**, Purdue University*

***Natalie Larson**, University of California, Santa Barbara*

***Xavier Ochoa**, McEwen Mining Inc.*

***Michael Rawlings**, AAAS Fellow at the National Science Foundation*

***Rosa Maria Rojas**, University of Arizona*



SNAPSHOT OF PARTICIPATION

DMMM3 Registrants & Speakers



Total registrants 97

18% students

82% professionals

15% Industry

22% government

63% academic



2 DAY FOCI



DAY 1

OVERVIEW

OPENING / WELCOME

PLENARY

KEYNOTE 1

KEYNOTE 2

KEYNOTE 3

TMS 2018 DIVERSITY AWARDS

PROFESSIONAL LEVEL FOCUSED

PROFESSIONAL DEVELOPMENT	EARLY CAREER & STUDENTS	EXECUTIVE LEADERSHIP
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NETWORKING RECEPTION

DAY 2

DEMOGRAPHICS FOCUSED

PROFESSIONAL DEVELOPMENT - COMMUNICATION	PROFESSIONAL DEVELOPMENT - LGBTQ+
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RACE & ETHNICITY	LGBTQ+	MEANS & MEASURES
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SPHERE OF INFLUENCE FOCUSED

GRASSROOTS	INTERNAL SUPPORTS	INSTITUTIONAL CULTURE
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THEORY

AM

PRACTICE

PM



PERSONAL COMMITMENTS

How will you help advance diversity & inclusion
after DMMM3?



I will advocate for unconscious bias training in interviewing and candidate screening at my place of employment
--Jonathan Madison

I will promote diverse speaker lineups and panels at events and conferences as an organizer and as a participant
--Megan Brewster



I will drive alignment of company diversity policy into real world practices underpinning a culture of inclusion that leverages the contribution of all its members
--Xavier Ochoa

I will volunteer in or create an educational outreach event
--Natalie Larsen

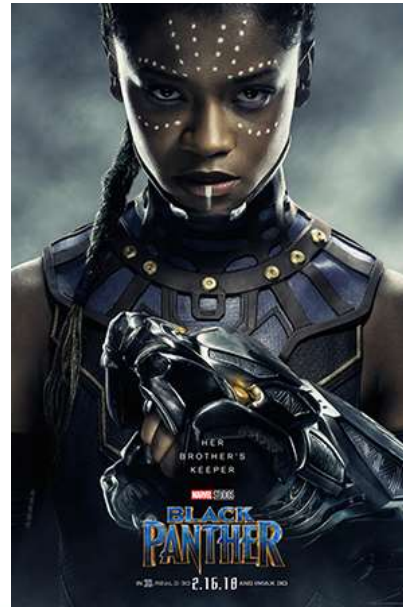


I will help provide programming to intersectionally identified people at my home institution.
--Matthew Korey

I will advocate for purposeful inclusion of diverse perspectives and feedback in future strategic planning workshops and events
--Michael Rawlings



WAKANDA'S MOST CONTROVERSIAL & POLITICAL FEATURE ?



WAKANDA'S MOST CONTROVERSIAL & POLITICAL FEATURE ?



**“My entire existence is political”
– Roberta Beal**

We often like to avoid what is political and controversial. However, one lesson we can learn from Black Panther is that while treating things that are both both political & controversial may be easier, these same things may literally hold the potential to revolutionize the world for the better.



TOP TAKEAWAYS

- Take time to reflect on “Why are you here?”
- We should strive to all create and contribute to environments where individuals can bring their WHOLE, AUTHENTIC selves to work
- Don’t just have a goal of inclusivity – create a pathway for it to actually take place
- ‘Honor and acknowledge courageousness’
 - Keith Bowman
- ‘Two things change people the most education & humanization’
 - Roberta Beal



PLENARY & KEYNOTE - KEY THEMES

- Be wary about discussions of “fit”
- Will take work to legitimize topics of diversity and equality
- What is professional culture?
 - Schemas of Scientific Excellence
 - Depoliticization
 - Meritocratic Ideology
- Build bridges (trust) with impacted communities
- “What does it mean if our top-ranked programs are also our least diverse?” – Keith Bowman
- “Care” is critical component of the diversity and inclusion conversation





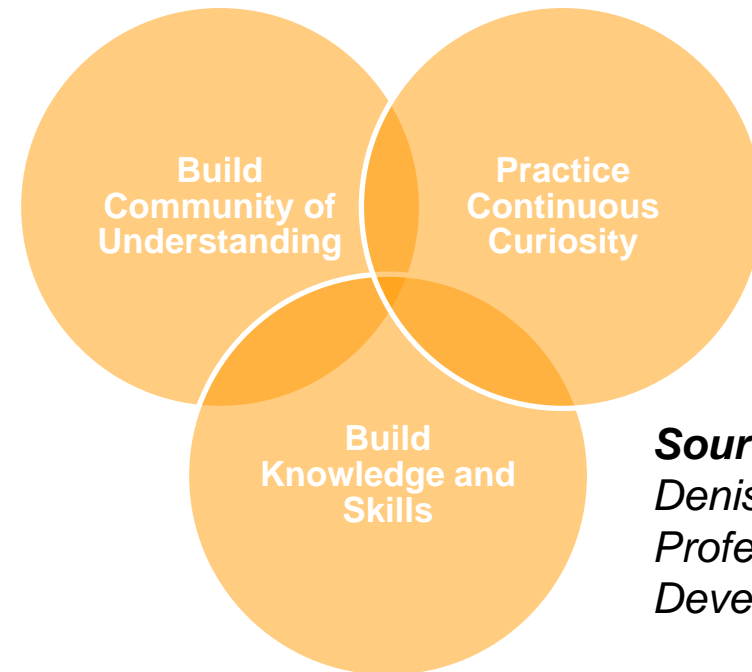
BREAKOUT SESSIONS



Workplaces should foster three key elements to help close the gap between intentions and outcomes:

Sponsorship & mentorship are important BUT they are not the same

Sponsorship is NOT cheating

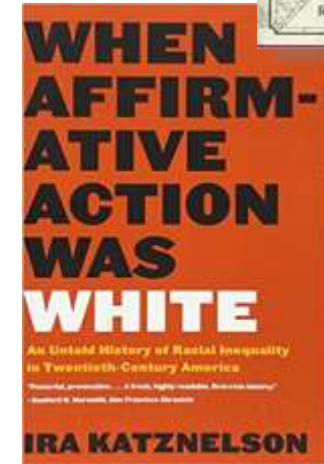
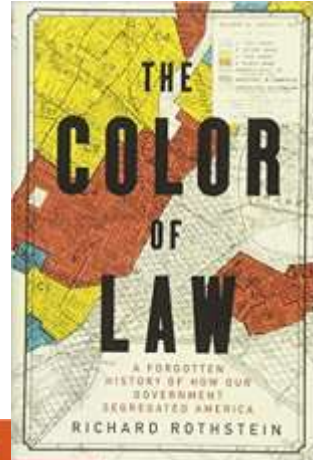
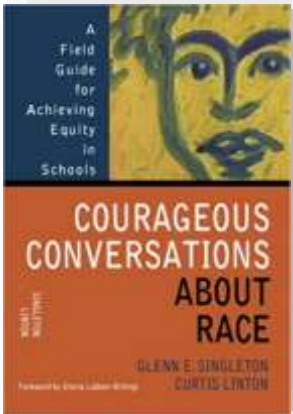
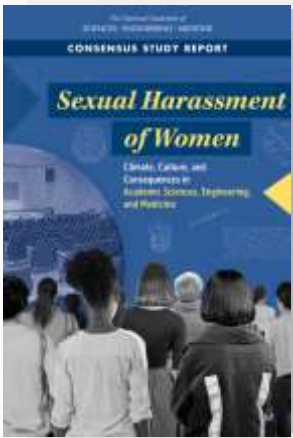


Source: *Sharoni Denise Little Professional Development Session*



RESOURCES

- *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*, NASEM, 2017
- G. Singleton and C. Linton, *Courageous Conversations About Race*, 2005
- L. Hong and S. E. Page, *Groups of diverse problem solvers can outperform groups of high-ability problem solvers*, PNAS, 2004
- *Women, Minorities, and Persons with Disabilities in Science and Engineering*, National Science Foundation, 2017
- K.W. Phillips, *How Diversity Makes us Smarter*, Scientific American, 2014
- R. Rothstein, *The Color of Law: A Forgotten History of How Our Government Segregated America*, 2017
- I. Katznelson, *When Affirmative Action was White*, 2005
- E. Bonilla-Silva, *Racism without Racists*, 2006
- National Center for Science and Engineering Statistics, www.nsf.gov/statistics



NEXT STEPS

- **Summit highlights will be shared as part of an upcoming JOM article this fall and disseminated at other TMS events**
- **Take ideas and concepts back to work and teach them to others**
- **Solidify your personal commitment**



What ~~will be~~ **IS YOUR** Personal Commitment?

- Your decision to enact change can have a major impact on those around you.
- Make a personal commitment by visiting www.tms.org/DiversityCommitments



THINK globally
ACT locally &
DISCOVER new ways to magnify impact



Sponsoring Organizations



Sponsors



Materials Engineering



SPECIAL THANKS

DIVERSITY (DMMM3) IN THE MINERALS, METALS, AND MATERIALS PROFESSIONS

Justin Scott

Louise Wallach

Patricia Warren

Ashley Bohnert



Tresa Pollock

All our presenters

... and so many more

