

June 11, 2020

Dear TMS Members and Colleagues,

We write to you in the wake of the killing of George Floyd and the subsequent protests. As leaders within The Minerals, Metals & Materials Society (TMS), we decry all forms of racism and discrimination and stand with those who are passionately and peacefully advocating for positive change.

We want this to be more than a mere message of support, so we welcome your ideas for specific actions that TMS can take as we continue to seek to create a truly equitable community where all are treated with respect, and all can thrive. For ourselves, we plan to add social justice for black Americans and underrepresented groups to our advocacy position when TMS leadership travels to Washington, D.C., to advocate on behalf of materials science and engineering to federal officials and elected representatives. We will frame it as not only unjust but demeaning to the right of all people to seek a brighter future, such as the pursuit of professions in materials science and engineering as well as STEM.

In 2016, TMS adopted a clear and unequivocal statement for our professional society on diversity. It is:

The Minerals, Metals & Materials Society (TMS) is committed to advancing diversity in the minerals, metals, and materials professions, and to promoting an inclusive professional culture that welcomes and engages all who seek to contribute to the field. TMS recognizes that a diverse minerals, metals, and materials workforce is critical to ensuring that all viewpoints, perspectives, and talents are brought to bear in addressing complex science and engineering challenges. To build and nurture this diverse professional community, TMS welcomes and actively engages the participation of underrepresented groups in all of its initiatives and endeavors.

Good words such as these can lead to good actions. In this regard, TMS has spent years making it a priority to “walk the talk.” This is why the Society will host the 4th Diversity in the Minerals, Metals, and Materials Professions event at TMS2021, why we have a vibrant and long-standing Diversity, Equity, and Inclusion Committee with a Race & Ethnicity Working Group, why we are intolerant of any form of harassment in the Society, why we recognize accomplishments in diversity and inclusion with high-level awards, and why we are now actively reflecting on how to identify and conquer unconscious bias within the Society.

We are committed to listening to the voices of those who are hurting and grieving, and we look forward to engaging with you in identifying actions we can take together in uniting around racial justice. As such, we encourage you to engage with our [TMS Diversity, Equity, and Inclusion Committee](#) and participate in our [4th Diversity in the Minerals, Metals, and Materials Professions](#) event, which will be co-located with next March’s [2021 TMS Annual Meeting and Exhibition](#).

Speaking on behalf of the TMS Board of Directors and ourselves, we passionately believe that STEM professions and society in general are at their best when enriched by diversity, equity, and inclusion. The recent events in the U.S. remind us that there is still much more we all need to do to ensure a genuine embrace of equality for all.

A handwritten signature in blue ink that reads "Thomas Battle". The signature is fluid and cursive.

Thomas Battle
2020 TMS President
president@tms.org

A handwritten signature in blue ink that reads "James Robinson". The signature is fluid and cursive.

James Robinson
TMS Executive Director
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