

TMS Measures Progress on Diversity and Inclusion

Lynne Robinson



Amy Clarke

Making a lasting, positive change often requires taking a step back and taking a hard look at the reflection in the mirror.

In essence, that is what TMS is doing to motivate progress on the lead goal in its recently adopted strategic plan: “Advance diversity and inclusion in the minerals, metals, and materials profession.” Starting in 2015, TMS is examining and sharing its internal data, both in terms of who its members are, as well as what they do professionally. “I am proud to belong to a professional minerals, metals, and materials society like TMS that supports diversity and inclusion and wants to know how our membership evolves ‘by the numbers,’” said Amy Clarke, TMS Board Director,

Membership & Student Development. “By communicating these statistics to our membership, we can promote awareness and encourage all of our members to reach out to people from underrepresented groups.”

The snapshot of TMS membership presented in these statistics reveals that, as with science and engineering in general, a great deal of work needs to be done to involve women (Figure 1) and underrepresented minorities. When looking at the statistics over generations (Figures 2 and 3), Clarke notes that the trend line is at least heading in the right direction. “The current numbers suggest that young professionals and students are more diverse than professional members over 40,”

she said. “This is a positive sign and indicates that the minerals, metals, and materials professions are becoming more diverse and inclusive.” With the simple majority of TMS members hailing from the United States (Figure 4), Clarke noted that growth in international diversity was also an important opportunity.

“I believe that TMS is a leader in promoting diversity and inclusion in the minerals, metals, and materials professions, but there is still more that we can do,” said Clarke. “We need to remain cognizant of our demographic changes and be responsive to implementing initiatives within the society to meet the needs of the changing faces of TMS. We must also encourage the involvement of young professionals and retain students—the future professional member pipeline—which will improve diversity in the years to come.”

“To further broaden diversity and

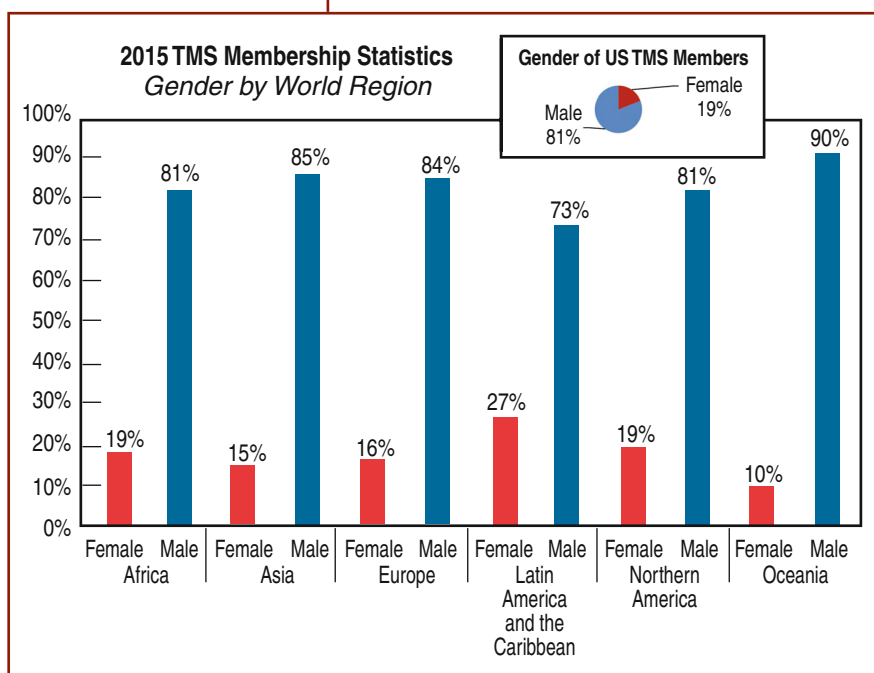


Figure 1. This graph presents the ratio of male to female members in TMS membership throughout the world. The geographic regions are based on those defined by the United Nations Statistics Division.

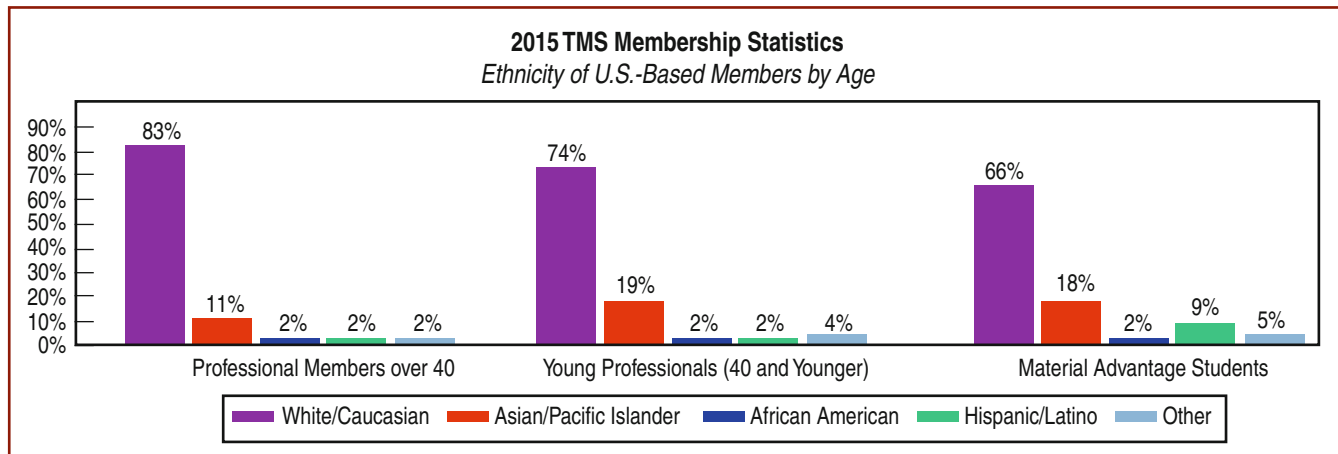


Figure 2.

inclusion, we will need to change our culture, which will require buy-in at all levels of the society,” continued Clarke, “including clear, consistent, and sustained messaging and engagement from the top-down, along with grass roots efforts from the bottom-up.”

A key strategy for TMS in helping make this change happen was the expansion of Clarke’s role on the TMS board to provide leadership and direction in advancing diversity and inclusion. The bylaws of the TMS Membership & Student Development Committee were likewise modified to encompass overseeing existing diversity and inclusion-related projects, while also proposing new initiatives.

“My priority is to make everyone feel welcome to the society,” said Clarke. “This will involve getting the message out and helping people recognize their own unconscious biases, as well as highlighting the challenges and successes of people within our community. Also very important is supporting professional development opportunities, such as the Diversity in the Minerals, Metals, and Materials Professions (DMMM1) Summit and

Figures 2 and 3 present a generational shift in both ethnic diversity and gender within the TMS membership, based on data voluntarily provided by TMS members. Amy Clarke noted that encouraging involvement of young professionals and retaining students “will improve diversity in the years to come.”

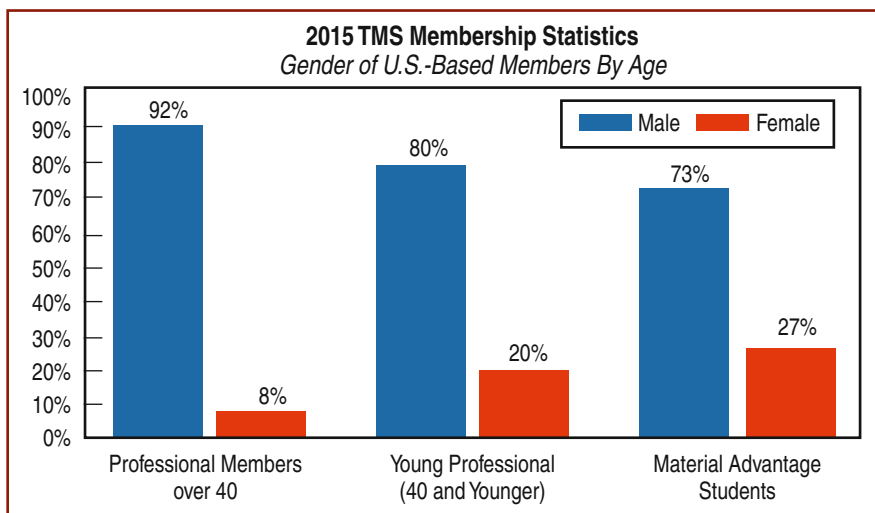


Figure 3.

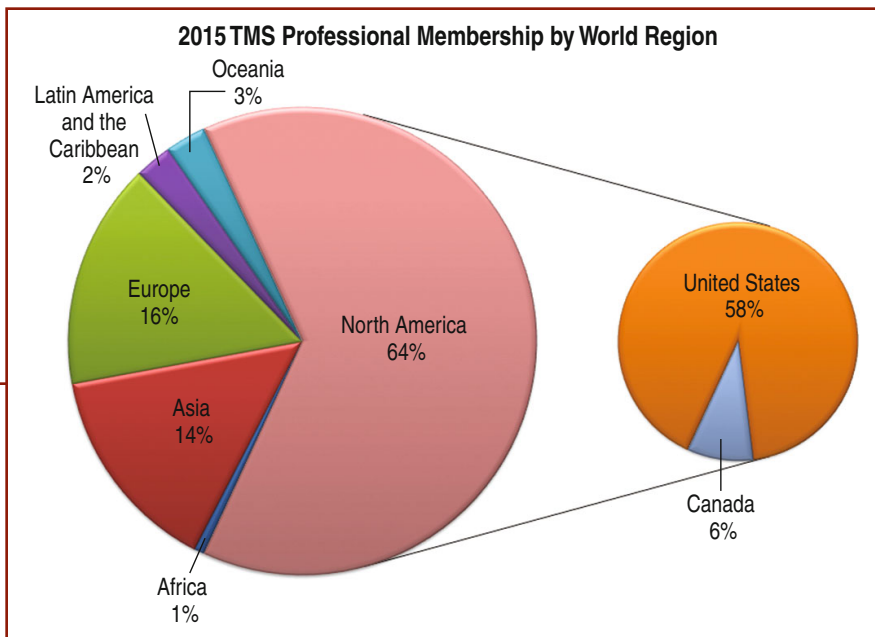


Figure 4. With the United States accounting for a little more than half of TMS members, another strategic goal of the society is to expand its portfolio of international activities to develop a more globally diverse membership. The geographic regions are based on those defined by the United Nations Statistics Division.

sharing the content and tools generated by these activities (see sidebar). Finally, with the baseline data that TMS has developed, we need to both measure and communicate our progress, so we can continue to cultivate impactful diversity and inclusion initiatives.”

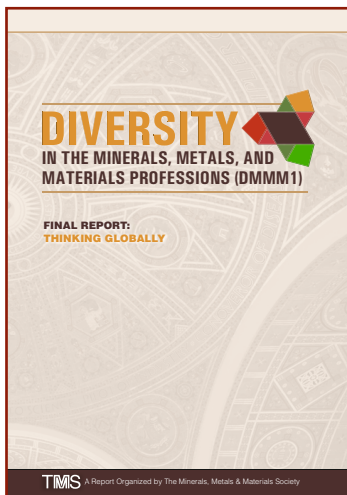
Clarke is quick to list several milestones that TMS has already set in advancing diversity and inclusion. One is the trajectory of the Women in Materials Science and Engineering Committee from an ad hoc group in 2007, to a full standing committee of the board in 2009, to expanding its charge (and name) to encompass other aspects of diversity. She also points to the TMS Anti-Harassment Policy as an example of “TMS’s forging a path forward” in ensuring that all

TMS-sponsored activities are conducted in a professional and welcoming environment.

While these specific actions have helped build toward progress, Clarke feels that the biggest challenge is “changing our culture within the minerals, metals, and materials professions, so that diversity and inclusion is integrated and inherent in everything we do.”

Spreading the word on the importance of achieving true diversity and inclusion, while also setting examples on how it can be done, is the leadership role that Clarke believes TMS has taken on and will continue to play. “TMS is not only making the society itself more inclusive,” she said, “It is also building a stronger and more robust profession.”

TMS Resources on Advancing Workplace Diversity Now Available



The final report and a toolkit that compiles the ideas and strategies shared at Diversity in the Minerals, Metals, and Materials Professions (DMMM1) in July 2014 are now available for free download at www.tms.org/DiversityReport.

The *DMMM1 Final Report: Thinking Globally*, summarizes key insights gained through the summit’s workshop sessions and panel discussions from minerals, metals, and materials professionals representing all career phases and working in academia, industry, and government. The information is presented within the context of the summit’s five recurring themes—mentorship, work-life balance, community, awareness, and vigilance—with connections made on how strategies that work in one setting can be used in others.

The *DMMM1 Toolkit: Acting Locally*, offers a convenient reference guide of available resources identified at the summit on addressing diversity and inclusion issues. Module topics include: resources for advancement and assessment; resources for skills building; and resources for connectivity and community.

The summit, as well as its final report and toolkit, were all made possible through the support of the following organizations:

Co-Sponsors

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Publishing the final report and toolkit is the latest in a series of programs and activities that TMS has undertaken to lead the advancement of diversity and inclusion in the minerals, metals, and materials professions. Look for news and information on ways to become involved with TMS in making an impact on these issues in future issues of *JOM* and other TMS communication media.

