

Looking forward, the committee is keen to continue developing their programming to better serve early-career researchers. One opportunity might be a networking session with research program managers in order to learn current and future research directions and funding priorities. Mazzio highlighted two further possibilities: First, “it will be interesting to take a quantitative approach to understanding how these programs have impacted ECRs in the future.” In particular, the subcommittee is working on surveys to gain a better glimpse into the faculty hiring process, which, if successful, could be expanded to other career routes. Second is the possibility to improve outcomes by “leadership training and certification for mentors with an emphasis on ECR outcomes.” This reflects that in any mentoring relationship, both the men-

tee and mentor need to work together to ensure success.

“It is essential to set your goals in the short and long term[s]. Failure is inherent to the career, but you should try to enjoy the path and take advantage of your strengths; opportunities will come,” said Perez. Hood advised people to “get involved in committees or subcommittees at your institution or within your professional organization(s). This involvement will connect you with a community that can help turn small ideas into bigger possibilities.”

The ECPSC seeks to provide an alternative source of support for early-career professionals. As we continue to develop our programs, we hope that both mentors and mentees will join us in working on our mission. If you would like to get involved (or have any thoughts for future directions), please

get in touch directly with the authors or via info@mrs.org.

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MRS responds to Executive Order on race and sex stereotyping

mrs.org/advocacy-policy/policy-issues

On September 22, 2020, the US president signed an Executive Order on race and sex stereotyping, specifically identifying programs at Argonne National Laboratory (ANL) and Sandia National Laboratories (SNL). In response, the Materials Research Society (MRS) issued the following statement:

Diversity, Egalitarianism and Inclusion are fundamental values of the Materials Research Society. As an organization, we also stand firm against racism, discrimination and inequality. Because

of these beliefs, we are opposed to the Administration's recently released Executive Order on Race and Sex Stereotyping that would ban the very type of diversity and equality training needed to value the contributions of everyone in the scientific community and to engage all talent to improve the quality of life through scientific discovery.

As part of ANL's commitment to diversity and inclusion, the Lab offers resources to managers about unconscious biases in hiring “so these perceptions can be iden-

tified and countered,” according to their diversity statement on the Lab's website.

Similarly, SNL values diversity and inclusion, and has recently received recognition from the *Profiles in Diversity Journal* for its efforts in inclusive leadership and transformative change. “Leaders who attended the training report a change in attitude and behaviors,” according to the journal, a quarterly publication dedicated to promoting and advancing diversity and inclusion in the corporate, government, nonprofit, STEM, and higher education sectors. □

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