

## **Human Diversity Committee**

**Committee Members:** J. Hanson (Chair), C. Calderon-Acevedo, J. Alston, N. de la Sancha, L. Dizney, E. Flaherty, T. Giarla, D. Green, A. Hodge, R. Jakopak, M. Matocq, K. Neil, L. Olson, T. Orr, R. Rowe, K. Smith, R. Stein, J. Taing, K. Thorington, L. Walsh, A. Weller, L. Young

### **Mission:**

The mission of the Human Diversity Committee is to ensure the opportunity for active participation in the ASM by all members, regardless of gender, race, ethnic background, age, physical disabilities, or sexual orientation.

This committee serves the Society by working to encourage and facilitate an increase in the diversity of active participants of the Society by working to reduce any and all barriers to participation, service, and governance (especially those associated with under-represented groups). Accordingly, the committee is examining approaches and efforts to increase diversity within the Society, especially the diversity of the participants in societal activities and functions. This committee also plans and conducts various workshops, symposia, and other activities associated with its mission.

### **Information Items – June 2021 to date:**

(1) The committee helped sponsor the 2022 Black Mammalogists Week. This was a successful event which raised an additional ~\$1500 for the Black and Indigenous Scholars award. We are also working to tweak the application process and selection criteria.

(2) The committee in conjunction with the Black Mammalogists Week organizers selected and awarded the first Black and Indigenous Scholars award to Juann Abreu of the Universidade Federal de Pernambuco, Brazil. Juann's application is attached as an addendum.

(3) The committee worked with the ombudspersons to select the first recipient of the Mary J. Taylor award.

(4) The committee worked this year to try and be more focused with our funds for increasing our outreach to underrepresented students. This approach was focused at universities local to the meeting place. Due to a number of factors we only had one application this year. Our intent for next year is to start early to reach out to schools and departments in Alaska and Canada to try and identify/recruit students early rather than waiting until the middle of the spring semester which had been our previous approach.

(5) The committee in conjunction with the African Graduate Student Research Fellowship, Conservation, and International Relations committees is proposing a symposium at the 2023 IMC meeting. We support the request of \$9000 in matching funds from the board to help fund this symposium.

(6) The committee will be working with the program committee to highlight diversity at the upcoming IMC. This will include a diversity mixer at the Alaska Native Heritage Center which we are hoping will be as economical as possible to provide as many people the opportunity to attend as possible. Additionally, the closing social will be at the Alaska Museum which is an excellent space to highlight the role diversity plays in a society.

(7) The committee will continue its efforts to foster a more inclusive environment for all attendees and members.

(8) I have asked to be replaced as chair of the committee to allow other voices to have space and to let fresh approaches bubble up. I have treasured the opportunity to be the chair of the committee and am extremely grateful to the board and officers over my 6-year term as chair for their support, trust, patience (especially this), and friendship as we have made some large strides toward greater inclusion. We have a lot more to do, but I have confidence in the society and its leadership that inclusion is a priority and removing barriers to participation is a non-negotiable item in our growth.

**Action Items:**

(1) Budget Request

*Under Represented Groups Travel Awards*

\$10,000 - this is a continuation of the program that has been in place for in person meetings. The funds are used to bring promising students to the meeting to experience what is possible in mammalogy. This program will be primarily focused at schools in and around Anchorage however, because of the cost of meetings a portion will also be focused wider.

*Black Mammalogy Week (or other diversity event)*

\$3,000 - this amount would be used to support a Black Mammalogy Week event in 2023. If a schedule for that event is not scheduled prior to the IMC meeting then those funds will be redirected to the Under Represented Groups Travel Awards

**Total**

\$13,000

**Respectfully submitted,**

John D. Hanson, Chair

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