

Human Diversity Committee

Committee Members: L. J. Dizney, C. M. T. Himes, C. B. Jones, D. M. Kaufman (Chair), D. W. Kaufman, D. L. Martinez, K. McBee, I. M. Ortega, O. R. W. Pergams, K. C. Rowe, C. W. Thompson, C. K. Welch, D. Yang, and C. A. Zugmeyer.

Mission:

The purpose of the Human Diversity Committee is to ensure active participation in the ASM by all members, regardless of gender, race, ethnic background, age, physical disabilities, or sexual preference. Further, we remind all ASM members that our ombudspersons (R. W. Thorington and F. A. Smith) are available to listen, mediate, or advise on issues regarding discrimination, inappropriate conduct, or other unprofessional behaviors (see *Journal of Mammalogy* 78:268 [1997]).

Information Items:

(1) The HDC continues its efforts to support and promote diversity in the ASM. At this year's meeting, the committee (led by Kevin Rowe, convener) has worked to assemble a "Human Diversity and Mammalogy in the 21st Century" symposium. Speakers (with their titles) include: Dawn Kaufman ("The history of human diversity in American mammalogy: how have we changed and what is our future?"), Allen Branum ("Human diversity in South Dakota"), Valerian Three Irons ("Indigenous diversity of the northern plains"), and Brett Woods ("A collaborative effort and a pipeline approach to increasing retention of underrepresented minorities in the sciences"). The symposium will conclude with a panel discussion. Following the symposium, interested parties will be encouraged to participate in further discussion, as part of an informal gathering that will include refreshments.

(2) As part of the diversity symposium, information will be presented from previous surveys of annual meeting attendees (conducted by the HDC in 1999, 2003, and 2007 to track the basic demographic information of attendees and relate ASM participation patterns to diversity information). A related poster presentation also will elaborate on the opportunities available to facilitate diversity in the ASM (Kevin Rowe, "Human diversity and mammalogy in the 21st century: a review of ASM programs facilitating participation").

(3) The HDC continues to work on providing a clearinghouse of information related to diversity issues, and is resolving the logistics of providing such a web page. The aim of this page is to provide information, data, and approaches to address the value, support, recruitment, and retention of human diversity in science and mammalogy.

(4) We seek additional members for the HDC; anyone interested in participating should contact the Chair. We continue to request feedback related to the general goals of the committee and possible obstacles to full participation in the ASM from current members

and meeting attendees, who are encouraged to speak with, or contact by email, any of the above committee members.

(5) We would like to recognize Jorge A. Salazar-Bravo and Virginia Turner for their years of participation on the HDC.

Action Items:

(1) The HDC requests \$50 for incidentals to support diversity activities at the 2009 annual meeting.

Respectfully submitted,
Dawn M. Kaufman, Chair
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