

# AAES General Assembly Meeting

*Update from The Minerals, Metals, and Materials Society (TMS)*

November 5, 2014

THE FIRST TMS SUMMIT  
ON CREATING AND SUSTAINING

**DIVERSITY** IN THE MINERALS, METALS, AND  
MATERIALS PROFESSIONS (DMMM1)

Honoring the First Female Member of AIME: Ellen Swallow Richards



# Key Details

- 2.5 day summit focused on gender and race diversity
- ~120 attendees from across academia, government, industry
- ~30 invited speakers
- Range of formats: keynotes, panel discussions, training modules, and peer-to-peer networking functions



# New Award on Diversity

- Inaugural Ellen Swallow Richards Diversity Award presented to Viola Acoff, University of Alabama
- This new award recognizes an individual who reflects the remarkable pioneering spirit of Richards in overcoming personal, professional, educational, cultural, or institutional adversity to pursue a career in minerals, metals, and/or materials, or in helping others to overcome these challenges to pursue such a career.



# Key Themes

A few themes emerged early on and continued throughout the summit:

- Leaders at the highest levels must create the culture and take direct actions
- Mindful recruiting, using best diversity practices, is essential
- We can't expect diversity to come naturally; politics, training and support structures are needed on all levels
- We are moving past a “numbers” game to creating inclusive workplaces



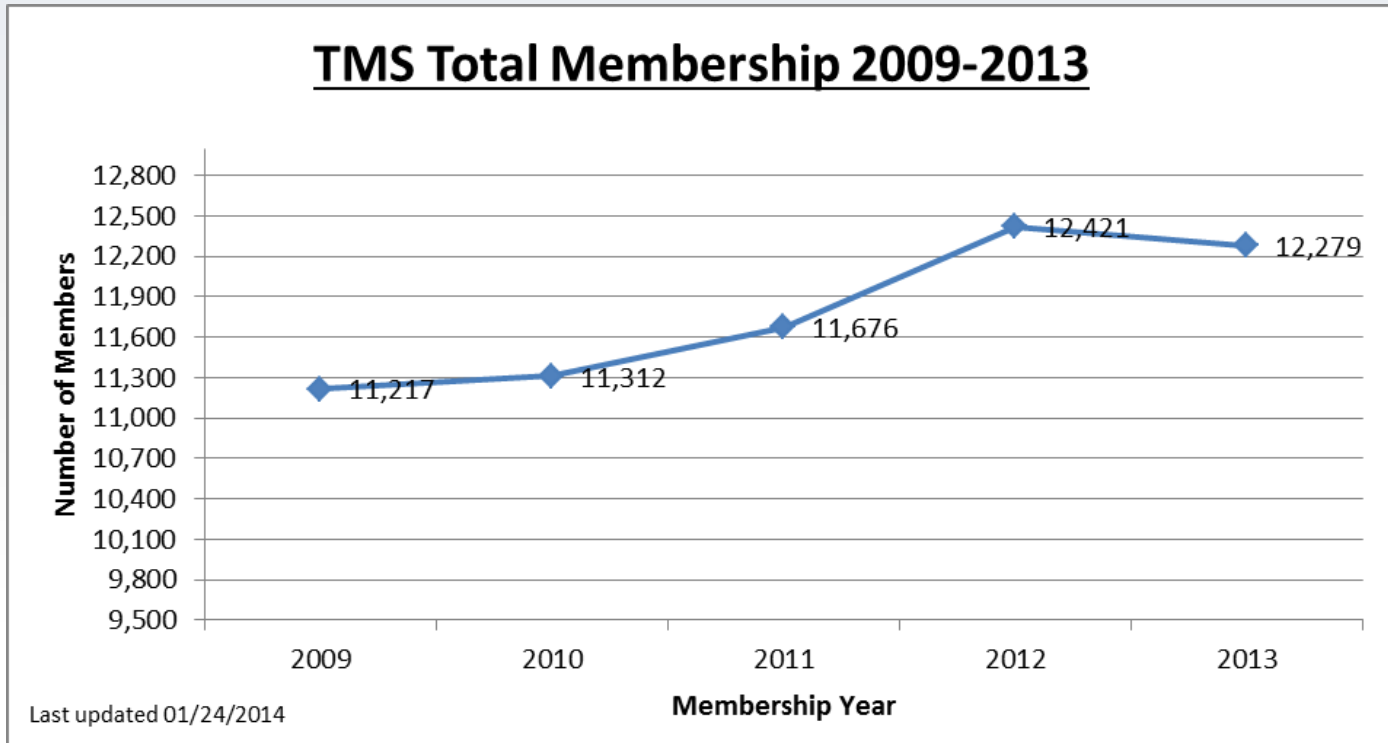
# Other Highlights

- Key areas that were explored in multiple sessions included: mentorship, work-life balance, community, and awareness.
- Through the post-event survey, attendees gave extremely positive reviews; there was significant interest to continue discussion on diversity and inclusion issues in the profession.
- Initial content generated from summit is posted on the resources page at [www.tms.org/diversitysummit](http://www.tms.org/diversitysummit).
- Organizers and TMS staff continue to work on the Final Report and Toolkit, which will be released later in 2014.
- TMS is grateful to its many co-sponsors and especially AIME for a generous grant that made the event possible.

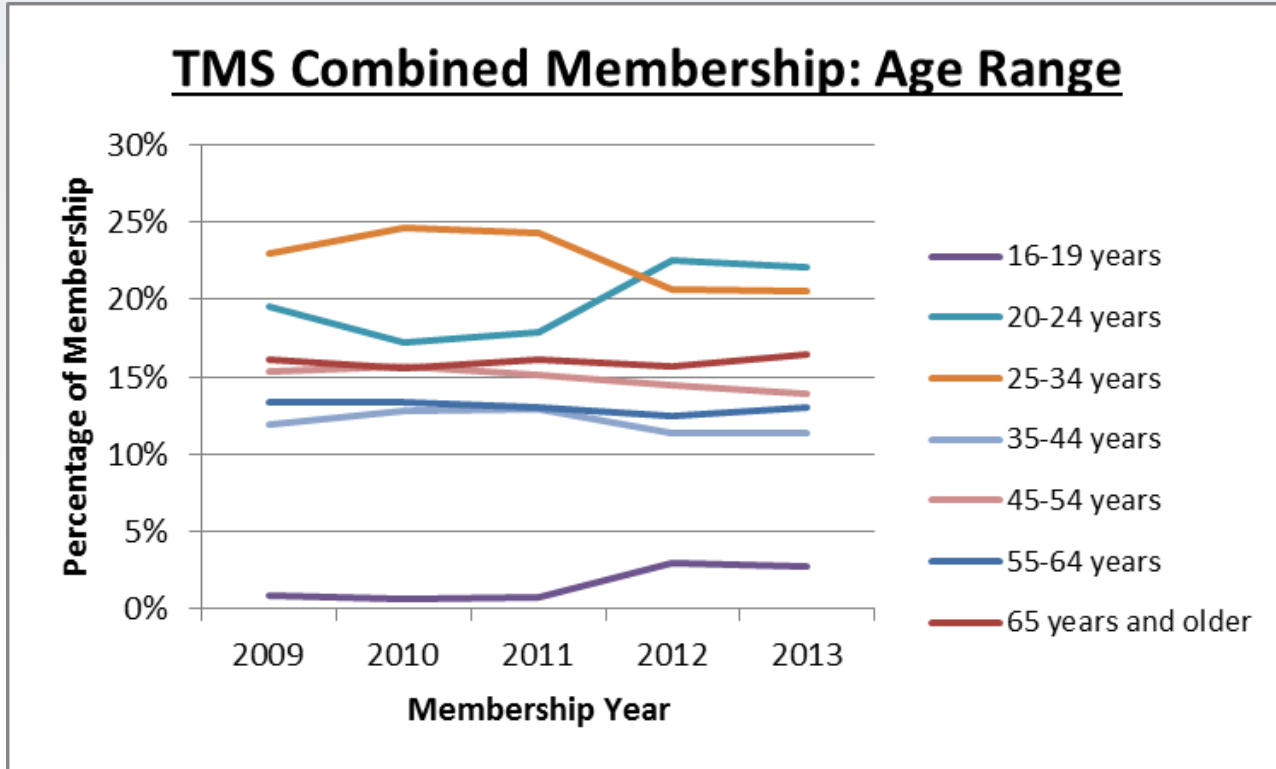


# **GENERAL TMS MEMBERSHIP STATISTICS**

# Membership Statistics-Total

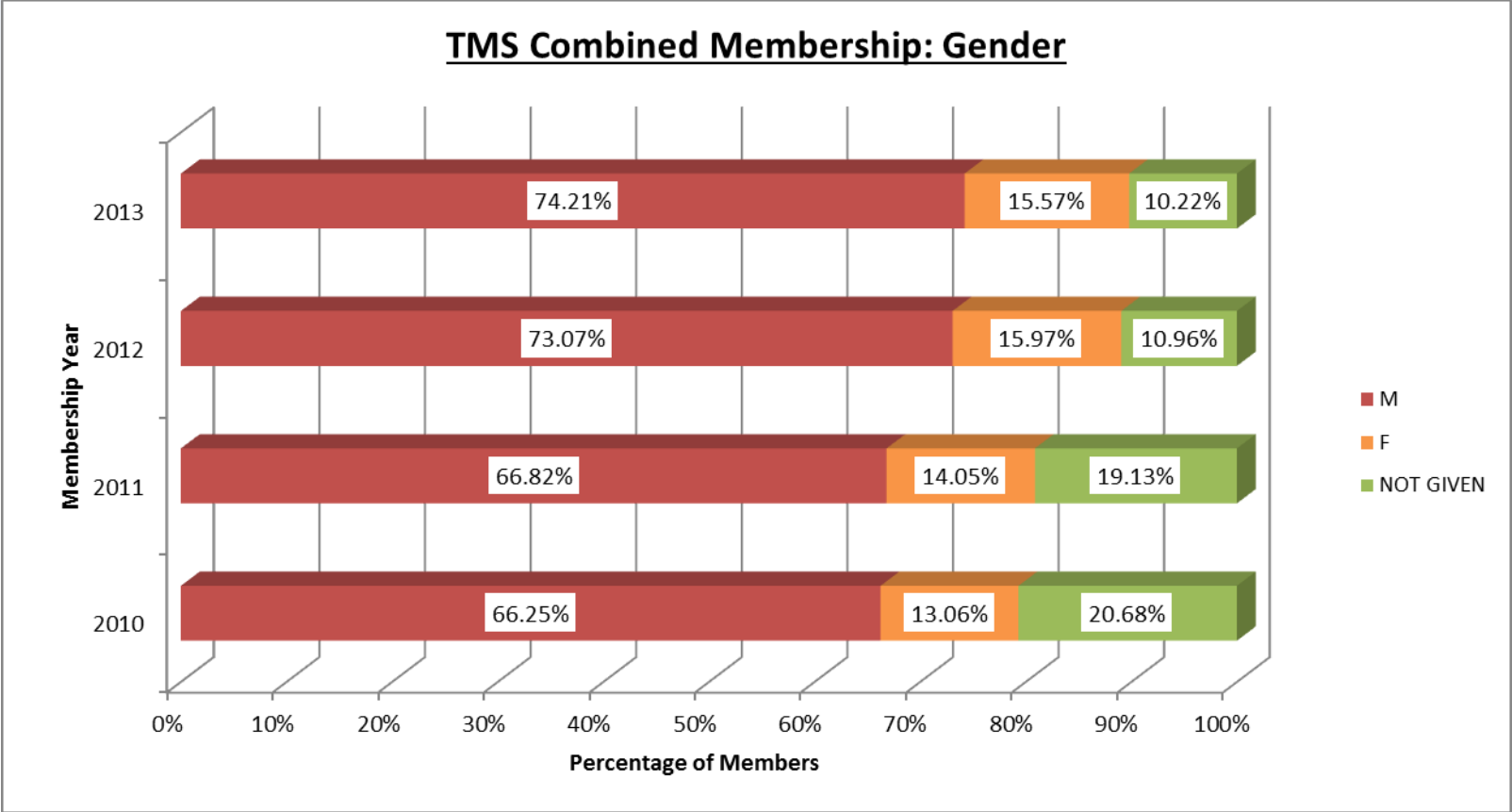


# Membership Statistics-Age

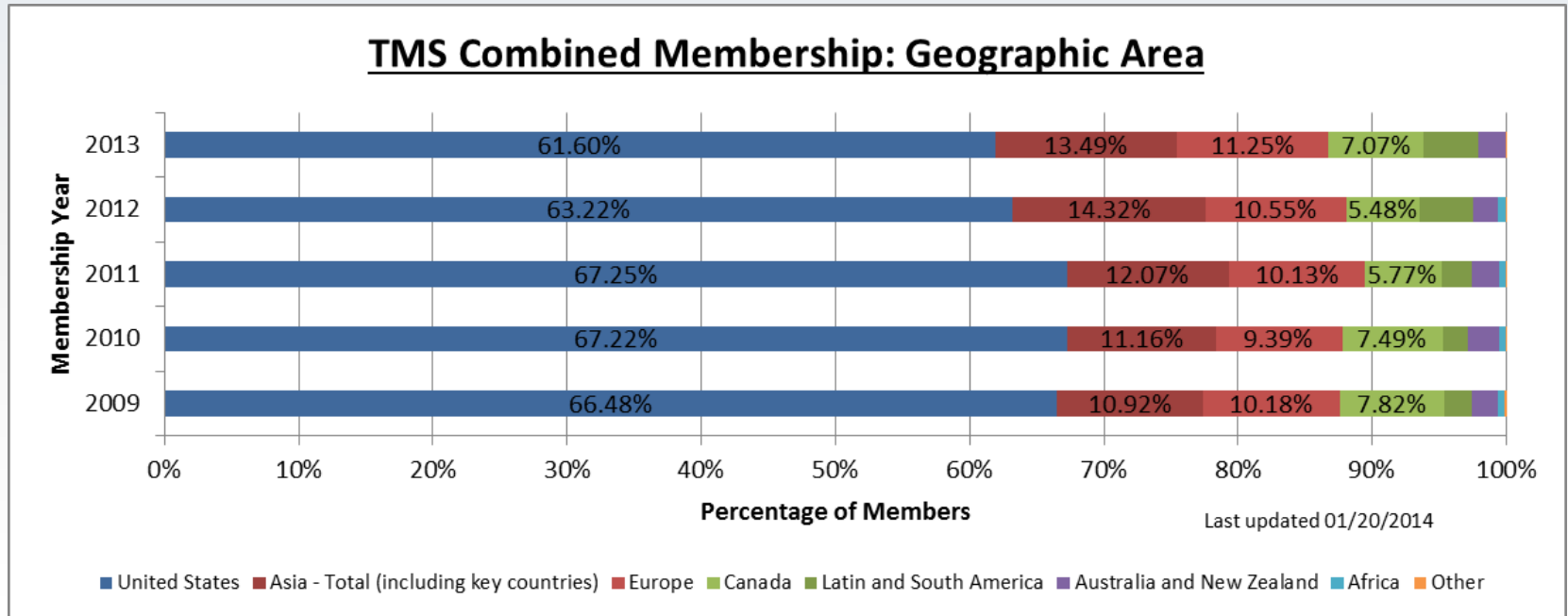




# Membership Statistics-Gender



# Membership Statistics-Geography



As of 2013, members now located across 89 countries