



Reward Those Who Step Up: Helping to Prevent the Burnout of Underrepresented Groups in the Rollout of DEI Activities

ASMS Diversity and Inclusion Committee

Chair: Candice Z. Ulmer, Ph.D.

Tuesday, June 7, 2022

5:45 – 7:00 pm

ASMS Diversity and Inclusion Committee

The **mission** of the Committee is to promote and reinforce diversity within the membership of the ASMS by fostering a culture of inclusion and mutual support. This mission is supported by attention to equity and initiatives to enhance and support a broadly representative membership.

The Committee is charged with the design of activities and projects that promote an inclusive climate and increase participation of ASMS members who represents diverse cultural, gender, social, and scientific backgrounds.



*Candice Z. Ulmer (USDA-FSIS)
Chair*



*Saiful Chowdhury
(University of Texas at Arlington)*



*Jennifer Campbell
(Matterworks)*



*Carlos Larriba Andaluz
(IUPUI)*

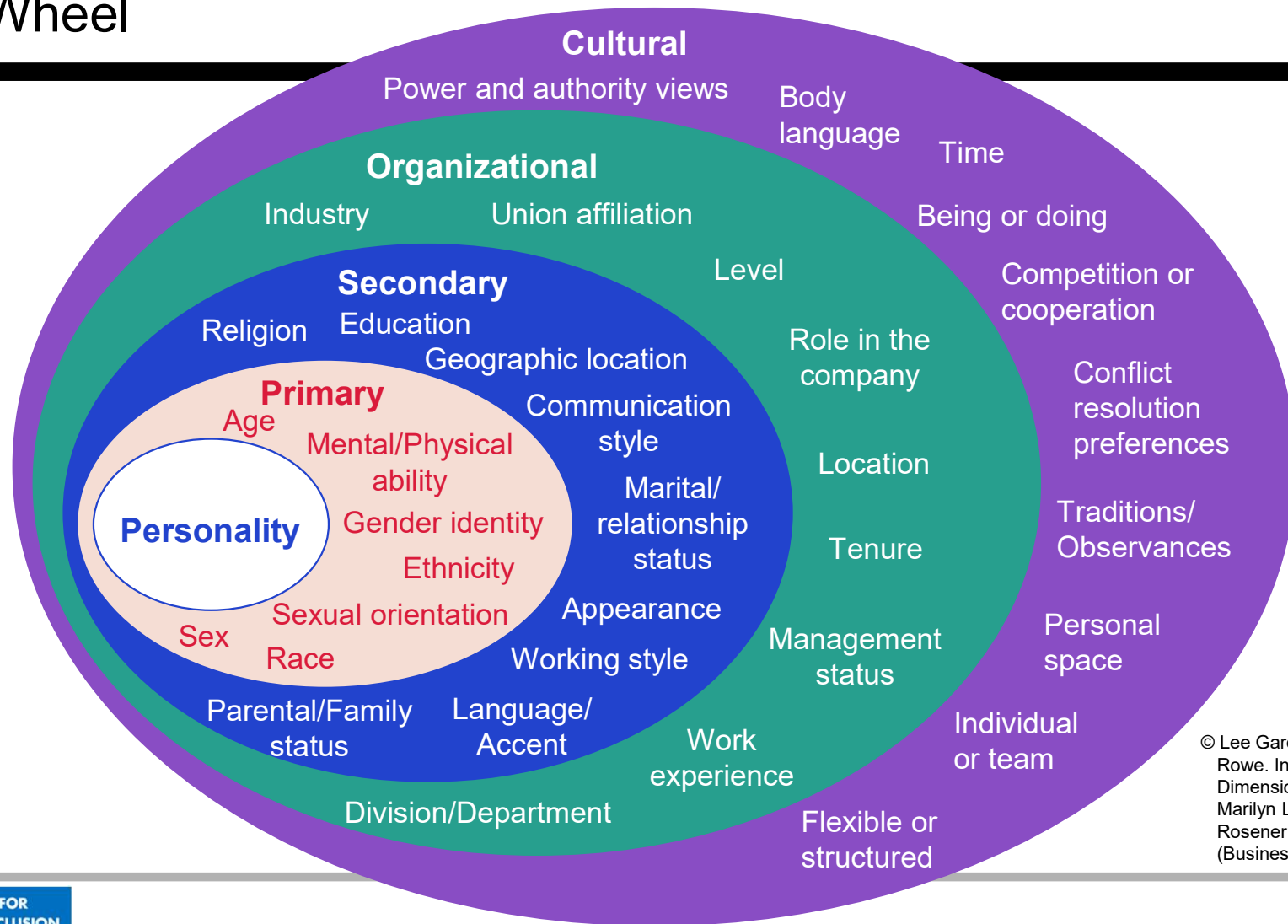


*Dominic Gostick
(SCIEX)*



*Rick Yost
(University of Florida)*

Diversity Wheel



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DEIA Assessment

DEI assessment (Diversity, Equity & Inclusion) is a process for obtaining valid data and information about the performance of an organization on key DEI factors. Assessment is a critical step to long-term success, as it provides a data-driven understanding of organizational current state around DEI. It facilitates identifying opportunities to deepen DEI commitment and guide decisions around strategic resourcing and action planning. Assessment also establishes a baseline from which to celebrate what is working well, and measure progress along your DEI journey.

DEIA Assessment

1. Conversations about inclusion and diversity are familiar to our organization
2. The demographic makeup of my organization's leadership is diverse.
3. We have qualitative/ quantitative data from our employees on their experiences in the workplace
4. We have facilitated conversations to hear our employees' experiences with diversity and inclusion in our organization (focus groups, mediated dialogue)
5. We measure employee engagement:
6. At our company, employees appreciate others whose race/ethnicity is different from their own
7. Our company makes our organizational strategy, values, and mission clear and I know what they are
8. DEI is included in our organization's core beliefs/values
9. Our senior leaders have participated in unconscious bias training
10. We have offered training/ communications on key terms involving diversity, equity, inclusion and the key elements that foster it
11. Our leaders have received inclusive leadership professional development or coaching in DEI
12. https://www.thecentersu.org/uploads/editor/files/Complete_Comprehensive_DEI_Assessment.pdf