Since the election of the first woman as president in 1982, the roles of women in Society leadership have steadily increased over time. An analysis of processes that further inclusion has fostered greater ethnic and racial diversity in the leadership of all ASMS-sponsored activities.

Factors affecting Society membership growth beginning in the mid-1990s: • A change in membership growth pattern (see bibliometric poster) fueled by advances in hardware, software and LCMS • Geopolitical events, cheaper air travel increase international participation • Academic exchange programs expanded by official travel exhibitions

Oral session chairs: top-down planning Session chairs, who choose oral presentations from among applicants, are selected by the Vice President for Programming and can reflect his or her priorities. Review was instituted in 2014 to accommodate the possibility of selection bias, and gender and racial and ethnic diversity has increased markedly post-2016. The number of female session chairs has come to equal or exceed males; however, racial and ethnic minority representation only sometimes equals Society-wide demographics where under-counting may also be an issue.

While ASMS demographics have changed in response to both cultural evolution and world events, the mission of the Society remains unchanged: to connect mass spectrometrists, to facilitate the exchange of ideas, to foster career development, and to advance the science of the discipline.

Membership has diversified over time

Factors affecting Society membership growth beginning in the mid-1990s: • A change in membership growth pattern (see bibliometric poster) fueled by advances in hardware, software and LCMS • Geopolitical events, cheaper air travel increase international participation • Academic exchange programs expanded by official travel exhibitions

ASMS Awards: Diversity in Recognition

ASMS Awards: Diversity in General Timeline

Celebrating diversity in race, ethnicity and age

Between 1990 and 2019, the increase in international attendees at ASMS led to the formation of subgroups, among these the Chinese-American Society for MS (55% total) and the Russian MS Interest Group in 1998. A Young Mass Spectrometers Interest Group formed in 1986, and students were recognized with travel awards beginning in 2010.

Resources for involvement

Member demographic survey responses (when renewing Society membership) help ASMS maintain and improve programming related to membership and engagement. Check out relevant programming at the annual meeting, such as the Diversity Committee workshop focused on Maximizing Scientific Impact by Increasing Diverse Presentation and First-Attendee Experience for undergraduates and first-time attendees. ASMS is in the planning stages of developing a new mentorship program. For information on how to get involved, go to https://www.asms.org

ASMS 2020 – Highlighting Diversity and Inclusion

The virtual agenda included programs specifically devoted to diversity and inclusion, with a special workshop presented by the Coalition of Black Mass Spectrometrists sharing their experiences from overcoming obstacles and offering suggestions on how ASMS could increase representation, equity and belonging for Black members. One recommendation was to continue highlighting diversity in ASMS through the “Faces of Mass Spectrometry” feature in JAMS.

Survey accuracy was limited by non-response, particularly for African Americans. Terms such as “African American”, “Middle Eastern or North African”, and “South Asian or Southeast Asian” were not available choices (and are only charted where written-in), likely undercounting non-binary members. Non-binary members may have felt excluded by limiting choices to two gender options and “Other.”

History of ASMS Diversity: A Reflection of Cultural and Geopolitical Changes

ASMS History Committee and Modern History Working Group: Adena Yee, Cindy Basilion, Lisa Jones, Laura Sanchez and Adrienne Tymkin

The 2020 Annual Conference was held virtually due to the COVID-19 pandemic, enabling attendance from more students (25%) and international registrants (25%), with 22 countries being represented. ASMS 2020 overlapped with #4sharedOutSTEM, a worldwide strike against systemic racism in science with a call to create a more just, equitable and inclusive STEM field. While ASMS was unable to stop the program that day, the board issued a statement that they “...stand in support of the concepts and actions of this movement.”