

## Career Development Interest Group Report

The Career Development Interest group of ASMS met on Tuesday, November 2, 2021, in Room 109AB to hold a workshop entitled “Allyship: Embracing Diversity and Inclusion in Your Workplace.” The goal of this workshop was to help develop and strengthen its members in the ability to serve as an ally to others in the workplace. The Presiders were Lucinda Hittle and Troy Wood.

After the welcome and introductions of the Interest group organizers, Lucinda Hittle began by providing several examples in which members can be conscious of diversity and inclusiveness in the workplace. One way, which has been the topic of the last two ASMS meetings by this Interest Group, is to leverage emotional intelligence strategies to help become more aware of others’ interests and concerns in the workplace. A second way discussed was practice at active listening, deemed vital in engaging coworkers. A third approach was the practice of using observational skills to gain understanding of any given setting in the workplace—as scientists, we are used to making and recording observations, so we are already predisposed to making this approach effective. A fourth approach discussed was to take into consideration of role models around us. The new feature of *J. Am. Soc. Mass Spectrom.* “Faces of Mass Spectrometry” was specifically noted as a way in which the society continues to elevate the profile of members who exemplify diversity. Our own Mike Lee, one of the organizers of the Career Development Interest group, was profiled in “Faces of Mass Spectrometry” this year, and the Interest group advocated that its members are keen to read the monthly “Faces of Mass Spectrometry” profiles.

Next, Lucinda Hittle defined more specifically what *allyship* is, and the concept of the Empathy Triangle was presented. Furthermore, the progression of allyship was also discussed, in that it begins with allyship to one, which begets allyship to some, and eventually allyship to all. The book *Choosing Courage* by Jim Detert on how to show bravery in the workplace was recommended, and specifically examples of how to respond as an ally in a workspace where gaslighting behaviors are observed. A second book recommended to those interested in allyship was *Bridge Builders* by Nathan Bomey; this book more generally advocates methods of bringing people together even from very polarized backgrounds, and several of the methods practiced were discussed.

A highlight of the workshop was the powerful testimony of Jay Schiller, one of the Interest group’s organizers, who shared his own experiences and challenges within the workplace for someone differently abled. Jay shared some ways in which workplaces can increase their inclusivity for full participation of all of its teammembers. Many participants in the workshop noted to the presiders how valuable they found this segment of the workshop.

Although the Interest group had originally planned to break into several smaller groups to practice talking through several workplace scenarios followed by breakout discussions, due to the conference having a lower live attendance, we decided to globally present one overall

scenario and have discussion afterward. Workshop feedback indicated we should probably do these in breakout small groups first so that more scenarios can be discussed and to enhance networking.

The workshop concluded by asking each member to reflect on situations in their own experience, such as cases where they needed an ally or acted as an ally to someone impacted by non-inclusive behavior, as well as if they have acted as an ally to someone who was practicing non-inclusive behavior. The group then discussed some potential strategies that can be utilized to separate the behavior of a person engaging in non-inclusive behaviors from the person themselves.

Respectfully submitted,

Lucinda Hittle

Troy Wood