

## **TMS SUMMITS ON DIVERSITY : WHAT HAVE WE LEARNED AND WHERE DO WE GO FROM HERE?**

Jonathan Madison<sup>1</sup>,  
Jennifer Andrew<sup>2</sup>, Megan Brewster<sup>3</sup>, Amy Clarke<sup>4</sup>, Kristen Constant<sup>5</sup>, Oscar Dubon<sup>6</sup>, Emily Kinser<sup>7</sup>, Matthew Korey<sup>8</sup>, Natalie Larson<sup>9</sup>, Xavier Ochoa<sup>10</sup>, Michael Rawlings<sup>11</sup>, Rosa Maria Rojas<sup>12</sup>

<sup>1</sup>Sandia National Laboratories, Albuquerque, NM 87185-0889

<sup>2</sup>University of Florida, Gainesville, FL 32611

<sup>3</sup>Launch Forth, a Division of Local Motors, Boulder CO, 80301

<sup>4</sup>Colorado School of Mines, Golden CO, 80401

<sup>5</sup>Iowa State University, Ames, IA 50011

<sup>6</sup>University of California, Berkeley, CA 94720

<sup>7</sup>3M, St. Paul, MN 55144

<sup>8</sup>Purdue University, West Lafayette, IN 47907

<sup>9</sup>University of California, Santa Barbara, CA93106

<sup>10</sup>McEwen Mining Inc., Toronto ON M5H 1J9

<sup>11</sup>National Science Foundation, Alexandria VA 22314

<sup>12</sup>University of Arizona, Tucson AZ 85721

*Keywords: dmmm3, social-science, race & ethnicity, lgbtq+, metrics*

TMS 2019 – SAN ANTONIO, TX

142 / 150 words (not including boilerplate)

The biennial TMS Summit on Diversity in the Minerals, Metals and Materials Professions (DMMM) has provided voice, context and tools for those desiring to positively impact diversity within our field whether in government, industrial or academic sectors. Having concluded its third iteration last summer, the cross-cutting themes for this most recent summit were race & ethnicity, LGBTQ+ populations and measurement strategies for most effectively assessing status and progress. In this talk, key observations gleaned from all past TMS diversity summits will be offered and chief learnings from social scientists and past featured speakers will be provided. Demographics for TMS membership as compared to overall STEM trends will also be shown to highlight our current standings. Finally, recommendations based on the aforementioned, will be proposed to assist in developing effective means to grow diversity in STEM and offer tractable ways to improve it.

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