MINUTES

# Diversity and Inclusion in ANS Committee Meeting

## June 10, 2019, 1:30 pm CDT

**Regency Ballroom**

**Hyatt Regency Minneapolis**

**Minneapolis, MN**

**Present**

Lane Carasik (acting Chair), Abdulla Alhosani, Jamie Coble, Marilyn Delgado, Julie Ezold, John Kelly, Kalin Kiesling, Jeff King, Arielle Miller, Katie Mummah, Leah Parks, Raul Rebak, Alexandria Ragsdale, Ira Strong, , Samuel Varghese, Kelley Verner, Breanna Vestal, Emily Vu, Paul Wilson, Leigh Winfrey, Dan Goldberg (staff), Bob Fine (staff), Daryl Rizzo (staff)

1. **Review and Approval of Meeting Minutes from May 22 Conference Call**

Minutes were approved.

1. **Chair Updates**

The Societies Consortium on Sexual Harassment in STEMM Meeting is taking place in Washington, D.C. on September 16. A volunteer was asked to represent the DIA Committee and Leigh Winfrey volunteered. ANS will help cover costs for attending the event.

*Action Item: Follow up with Leigh Winfrey on attending the STEMM Meeting on September 16th – L. Carasik*

Lane Carasik’s Chair goals for the year were discussed, and include:

* 1. Stabilization of the Travel Grants process and formal deadlines for each meeting
  2. Successful Winter and Annual Meetings’ socials
  3. Having a Diversity and Inclusion panel at ANS Winter Meeting and ANS Student Conference. The Winter Meeting panel is confirmed. Kalin will be moderator if she’ll be there. Among the topics discussed was “Intro to non-bias training.” Leah Parks offered to help with topic. The YMG or ETWDD or another division can sponsor the session.

Lane created a new Panel Subcommittee with Leah Parks, Jamie Coble and Ira Strong volunteering to be part of the subcommittee. Leah offered to chair or serve as a mentor to another chair.

*Action Item: Follow up with the Panel Subcommittee on the deliverables for 2019-2020 year – L. Carasik*

Lane also encouraged non-members to join the committee or to participate in other capacities.

1. **Travel Grants**

*Travel Grant Evaluation Subcommittee Update*

The subcommittee received 13 qualified travel grant applications for the Annual Meeting and had two winners (Kara Godsey of Clemson and Robin Roper of UI-IF). The grants are currently for women. The subcommittee would like to expand it to be more inclusive. We need to provide the NEED Committee information about how we’d like to change the grants for the Annual and Winter Meetings. Lane is taking the lead to make this change.

*Action Item: Draft proposal to revise the Travel Grants program and submit to the NEED committee by July 1st – L. Carasik and L. Winfrey*

We want to provide more notice for the Winter Meeting travel grant award winners, at least a month’s notice so people can plan more in advance. The plan is to send the NEED Committee the proposal with the recommended changes by July 1 (Leigh and Lane will handle). The following are the proposed timelines for the 2019 Winter Meeting and 2020 Annual Meeting grants:

**2019 Winter Meeting Travel Grant Timeline**

NEED request by July 1

Finalize application by July 22

Open applications by Aug. 1

Application closes Sept. 1

Notify students by Sept. 15

**2020 Annual Meeting Travel Grant Timeline**

Open applications by March 1

Close applications by April 1

Students notified by Mid-April

*Action Item: Evaluate the travel grant application and provide a revised set of questions based on the current and potential future stipulations to the DIA Committee by July teleconference call - Travel Grant Evaluation Subcommittee*

*Travel Grant Endowment Subcommittee Update*

In order to move forward with creating an endowment for the travel grant program, the DIA Committee will need to submit a business case. Leigh Winfrey can help with this as she has gone through the process for another program. It was discussed that we would need to raise a specific dollar amount 20 times the amount that we would want to award. ANS Board member Paul Wilson encouraged the committee to take their time since this process may be changing. Lane suggested that we suspend moving forward with this initiative until further notice based.

1. **Diversity Social/Workshop update**

An overview of Tuesday’s Trivia Night and Social event was discussed.

Plans for a Winter Meeting social event were discussed. Julie Ezold volunteered to help coordinate with WIN. The Department of Energy is interested in supporting this activity and we will need to coordinate with them as well for the DIA Social at the Winter Meeting was discussed. The Committee needs to start discussing specific plans. Lane and Jamie Coble agreed to take the lead on sponsors. Kalin volunteered to help organize the activity at the Winter Meeting, with Ira Strong volunteering to help.

It was mentioned that someone from the board discussed having more activities related to Diversity like a “privilege walk.” It was mentioned that ORNL had a diversity training session that could be applicable to an activity at the Winter Meeting or another future meeting, possibly as a technical session.

*Action Item: J. Ezold, L. Carasik, J. Coble, K. Kiesling, and Ira Strong to meet and plan for the Winter Meeting activity and social*

1. **Social Media/Website Update (M. Jasica)**

The new website is up and content is continuing to be added. Please let Lane or Matt Jasica know if they have ideas of content that should be added. Dan Goldberg was asked to work with staff to have a link to the DIA page added to the DIA Committee page on ans.org.

*Action Item: Update the DIA page:* [*http://www.ans.org/about/committees/dia/*](http://www.ans.org/about/committees/dia/) *to include a link to the website:* [*http://committees.ans.org/diversity/resources/d-i-in-other-societies/*](http://committees.ans.org/diversity/resources/d-i-in-other-societies/) *- D. Goldberg*

*Action Item: Update the committee roster and other information on the website – M. Jasica*

1. **Gender Champions in Nuclear Policy Subcommittee Update (L. Parks)**

The Gender Champion Pledges have been provided to the ANS President-Elect and Vice-President-Elect. Leah talked to Marilyn Kray about the smart pledges. Leah explained what the program is, i.e., no panels that a president is on should be all male. The three smart pledges are: 1.) Establish a specific set of panel guidelines to encourage using, 2.) Publish the respectful policy, 3.) Have diverse and inclusive networking opportunities and create places that are welcoming to all people.

A new initiative was discussed that ANS may want to be a part of, the U.S. Clean Energy Education and Empowerment (C3E) program. The Committee will look into this.

Potential support from DOE for the DIA Social at the Winter Meeting was discussed.

1. **ANS Candidate Speaker List Subcommittee Update**

This project has been on hold. The goal is to create a database of members who are experts in specific topics for speaker/panel opportunities. They could be self-nominated or nominated by peers. Kalin, Leigh, Marilyn, and Leah are part of the subcommittee. This project will be revisited following the Annual Meeting.

*Action Item: Establish action plan and deliverables for the subcommittee - ANS Candidate Speaker List Subcommittee*

1. **Committee Liaisons (L. Carasik)**

The Committee discussed how we want to handle liaisons. We are aiming to have a DIA liaison at all Division meetings at future Annual and Winter Meeting. Shirly Spath is being asked to help lead this initiative.

*Action Item: Follow up with S. Spath on jump starting this activity – L. Carasik*

1. **Mary Jane Award Follow-Up Discussion (L. Carasik)**

The Committee needs to let the Awards Committee know that we are increasing the dollar amount awarded to the winner of the Mary Jane Oestmann Professional Women's Achievement Award. The deadline for the award is August 1 and we will need volunteers to judge candidates.

*Action Item: Follow up with the H&A committee to ensure they are provided with the appropriate judges. – DIA Honor and Awards Subcommittee*

*Action Item: Get the word out about the Mary Jane Oestmann Professional Women's Achievement Award and the E. Gail de Planque Medal - DIA Honor and Awards Subcommittee*

It was also discussed that the Committee needs to address the E. Gail de Planque Medal, which also has an August 1 deadline. It was suggested that the Committee reviews the STEMM Consortium guidelines for awards (Dan will follow-up with Bob Fine). Dan was also asked to update the language on the nominations forms.

*Action Item: Follow up with the ANS Exec. Director regarding STEMM Consortium guidelines – D. Goldberg*

It was decided that the Committee should have an Awards Subcommittee to manage these two awards plus it should consider nominating fellows on behalf of the DIA Committee. We also discussed reviewing the wording of the awards on behalf of the Committee. We discussed options for promoting the award nominations to other organizations that would be most applicable. The subcommittee will be tasked evaluating the wording of the awards, promoting the awards and providing three judges for the two awards. Arielle Miller has volunteered to chair the subcommittee and Jamie Coble and Raul Rebak have also volunteered to participate.

*Action Item: Follow up with the DIA Honor and Awards Subcommittee on addressing these items – L. Carasik*

1. **Additional Business**

The Committee held a discussion related to a variety of topics that the group felt should be discussed by the DIA Committee.

Starting in August, we will find a new day/time for the DIA Committee calls. Dan will send out a Doodle poll to find out what works best for the Committee.

*Action Item: Reschedule committee calls beginning in August – send a Doodle poll – D. Goldberg*

1. **Adjourn**

The meeting was adjourned at 3:45 pm.