

IDEAA Progress Report

2021-2022

American Society for Microbiology



AMERICAN
SOCIETY FOR
MICROBIOLOGY

www.asm.org

Inclusive Diversity with
Equity, Access and Accountability.



AMERICAN
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MICROBIOLOGY

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IDEAA Committee's Message



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As the IDEAA Committee, we are pleased to contribute to ASM's ongoing efforts toward promoting inclusive diversity with equity, access and accountability within the American Society for Microbiology and throughout the microbial sciences community.

The ASM Board of Directors established our committee with a mission to address diversity, equity and inclusion (DEI) issues within the microbiology community. As a committee, we guide ASM's strategic direction on DEI and recommend the most optimal structure and coordination for maximum impact of DEI activities. Additionally, the IDEAA Committee represents ASM's accountability and highest commitment to IDEAA.

Since our inaugural group began our work in summer 2022, we have actively promoted diversity and inclusion within ASM's leadership and governance. We promoted recommendations for increasing diversity among ASM's volunteer leadership and provided feedback on ASM policies and practices related to IDEAA. We also developed the [IDEAA Strategy Roadmap](#), which identifies 14 key projects and programs to integrate and advance IDEAA across the Society. We have used these key priorities to guide ASM's IDEAA activities.

By working to increase diversity in ASM's leadership and governance, we aim to include and highlight perspectives of historically excluded groups (HEGs) throughout the organization. Together with ASM's [DEI-related subcommittees](#) (SSWIM, SME and SSHEG), and volunteer groups and staff departments across the Society, ASM remains committed to elevating, embodying, and embracing IDEAA within the Society and throughout the microbial sciences.

We want to thank all ASM stakeholders for your continued contributions to IDEAA at ASM and within the microbial sciences. Please view this report as a representation of the progress made since 2020 and an invitation to contribute to IDEAA at ASM going forward.

ASM IDEAA Contacts



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Glossary of Terms

1. Accessibility

Giving equitable access to everyone along the continuum of human ability and experience.

2. Asset Model Approach vs. Deficit Model Language

Deficit Model Approach – problem focused, needs driven, exclusive and inequitable; focuses on what is missing as well as perceived and/or stereotypical weaknesses.

Asset Model Approach – driven by strengths, focused on enhancement and opportunity, focuses on differences as positive assets; inclusive and equitable.

3. Bias

A subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, that influences the ability of an individual or group to evaluate a situation objectively or accurately.

4. Contributing Author

Any author other than the first author or corresponding author. They are usually listed in the middle of the byline.

5. Corresponding Author

Responsible for submitting the manuscript and communicating with coauthors, the handling editor, and publisher staff throughout the publication process. They are typically the most senior author (e.g., the principle investigator of the study project) and are listed last in the byline, although not always. ASM permits multiple corresponding authors.

6. Diversity

The existence and inclusion of a variety of different identities, characteristics, demographics, experiences, perspectives, and qualities amongst a group of people.

7. Equity

Fair and just treatment of all potential and existing members of a community through the creation of opportunities to address historic and current disadvantages for underrepresented populations.

8. First Author

Usually the person who made the most significant intellectual contribution to the work. That includes designing the study, acquiring and analyzing data from experiments and writing the actual manuscript.

9. Handling Editor

A scientific expert who manages and monitors the peer review process and makes the final decision(s) on the

manuscript. Handling editors are typically appointed by the Editor in Chief for multi-year, but limited, terms, and receive a small stipend. Editors at different ASM journals may have various titles based on their level of responsibility (e.g., Editor in Chief, Senior Editor, Associate Editor, Editor).

10. Historically excluded groups (HEGs)

Describes individuals or groups that have been subjected to bias, discrimination and unequal treatment. Such groups include, but are not limited to, women, Blacks/African Americans, Asians, Native Americans, Native Alaskans, Latine/Latinx/Hispanic Americans, Native Pacific Islanders, persons with disabilities, lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) people, and first-generation undergraduates.

11. Inclusion

Ensuring all people can participate, contribute, and engage as their authentic self while feeling welcomed and having a high sense of belonging.

12. Inclusive Diversity at ASM

Consists of achieving diversity and ensuring inclusion for a multitude of individual demographics and characteristics, which include but are not limited to the following: Race, Ethnicity, Gender identity, Affectional orientation/sexual orientation, Socioeconomic class, Physical ability and health, Cognitive and mental ability and health, Scientific discipline, Educational training, Personality, Nationality/place of birth, Religious affiliation, Age, Immigration status, Institutional affiliation, Native language with race, ethnicity, gender identity, affectional orientation/sexual orientation, socioeconomic class, physical ability and health, cognitive and mental ability and health, scientific discipline, educational training, personality, nationality/place of birth, religious affiliation, age, immigration status, institutional affiliation and native language.

13. Inclusive Diversity with Equity, Access and Accountability (IDEAA)

ASM exemplifies inclusive diversity with equity, access and accountability (IDEAA) in the microbial sciences. In practice, ASM works to create a diverse community and a culture of inclusion where all staff, volunteers and members are respected, treated fairly and provided opportunities to develop professionally and excel in their chosen career pathway.

14. Peer Reviewer

Experts in the field(s) relevant to the manuscript who conduct an independent, confidential evaluation of the research paper.

ASM IDEAA Guiding Principles, Diversity and Vision Statements

An essential part of ASM's mission is to embrace diversity in the STEM community. Being inclusive enhances innovation, broadens the health research agenda and furthers scientific advancement. ASM is committed to promoting and advancing the microbial sciences through the elevation, embodiment and sustainability of inclusive diversity with equity, access and accountability (IDEAA).

Guiding Principles

ASM's Guiding Principles provide unwavering guidance for equity and inclusion efforts and serve to communicate core values:

- 01 Diversity Is an Asset**
A diverse ASM enhances the microbial sciences, increases innovation, strengthens the community and sustains the profession.
- 02 Diverse Leadership**
ASM empowers individuals with diverse perspectives in decision-making processes.
- 03 Transparency**
ASM ensures equitable access and accountability through transparent procedures and communication.
- 04 Community Building**
ASM attracts, supports and develops the community, ensuring that all are empowered and engaged in the work of the organization.

Diversity Statement

The ASM Diversity Statements provide unwavering guidance for diversity, equity and inclusion efforts and mandate leaders' and members' behavior and practice:

ASM exemplifies inclusive diversity with equity, access and accountability in the microbial sciences.

In practice, ASM works to create a diverse community and a culture of inclusion where all staff, volunteers, members and the community are respected, treated fairly, and provided opportunities to develop professionally and excel in their chosen career pathway.

Vision Statements

The ASM Vision Statements are aspirational and provide unwavering benchmarks for success:

ASM reflects the demographics of the U.S. population and the entire spectrum of professionals advancing and promoting the microbial sciences.

ASM embodies a culture where all participants in the community flourish in their chosen career to promote and advance the microbial sciences.

The community recognizes ASM for exemplary leadership in creating a respectful, equitable, engaging and empowering culture for all in the microbial sciences.

ASM's mission is to promote and advance the microbial sciences with equity, inclusion and diversity.

Executive Summary

ASM has a long and established commitment to advancing diversity and inclusion within the microbial sciences. In 2020, with heightened focus on endemic racism and systemic oppression, coupled with a global pandemic, ASM was (and remains) determined to embody and advance inclusive diversity with equity, access and accountability. The findings within the [2020 DEI Task Force Report](#) further highlighted this need. One immediate implementation from the report was the development of the IDEAA Strategic Plan. Since its publishing in 2022, ASM has harnessed the enthusiasm of the inaugural IDEAA Committee of the Board and leveraged the energy of members, volunteer leaders, staff and stakeholders across the Society. In this report, we describe ASM's progress through 2021 and 2022.

The report is structured around ASM's 4 IDEAA Priority Goals, highlighting notable achievements within each area.

Priority Goal 1

Embrace and Promote Collaborative Models, Dismantling Exclusionary Models

ASM celebrates the contributions of scientists from HEGs. The Society offers various programs and initiatives to promote inclusion within the microbial sciences, from the [Future Leaders Mentorship Fellowship](#) to the [mBio Junior Editorial Board](#) and beyond. The [2021 World Microbe Forum](#) (WMF), a partnership between ASM Microbe and FEMS Congress, provided a platform for scientists across the globe to connect and collaborate.

Priority Goal 2

Develop and Enhance Data Quality

ASM collects relevant data about our Society's stakeholders and scientists, including faculty, students and trainees, and uses this data to hold ourselves accountable to our goals for inclusive diversity and accessibility. ASM strives to expand its demographic values, focused on inclusion and representation within categories, including but not limited to, race, ethnicity, gender, sexuality, veteran status, disability, education level, career stage and professional discipline. We are actively promoting membership, volunteer leadership, staff, and contributor profiles that mirror the rich diversity of the United States and globally.

Priority Goal 3

Demolish Systemic Barriers

To lower barriers of entry, ASM offers travel awards to several ASM meetings and events. The Society advocates for public policies that advance IDEAA within the sciences. Furthermore, through open calls the American Academy of Microbiology (Academy) works to increase accessibility, equity and inclusive diversity of its leadership.

Priority Goal 4

Ensure Infrastructure to Provide Leadership, Coordination, and Accountability

The IDEAA Committee of the Board and DEI-related subcommittees lead strategic and programmatic efforts to hold ASM accountable for its commitment to IDEAA. ASM upholds the highest standards of **ethics** and conduct in microbiology, aligning the Society's staff and members' activities with the ASM's Code of Ethics and Conduct. Through revising the ASM Code of Ethics and Conduct to include IDEAA-related principles, ASM is well-positioned to uphold its commitment to IDEAA while promoting the growth and development of the scientific community.

This report identifies both accomplishments and opportunities where ASM may continue its IDEAA-related progress. Opportunities include:

- **Collaboration and Partnership:** ASM recognizes the importance of collaborating with external partners and stakeholders to advance IDEAA within the microbiology community.
- **Accountability:** ASM remains committed to holding itself accountable for its progress toward IDEAA-related goals.
- **Diverse Representation and Engagement:** ASM aims to continue expanding its efforts towards diverse and inclusive membership and leadership.

As we look toward the future, ASM will continuously examine its own practices and policies to identify areas for improvement.

Updates and Accomplishments

Priority Goal 1

Embrace and Promote Collaborative Models, Dismantling Exclusionary Models

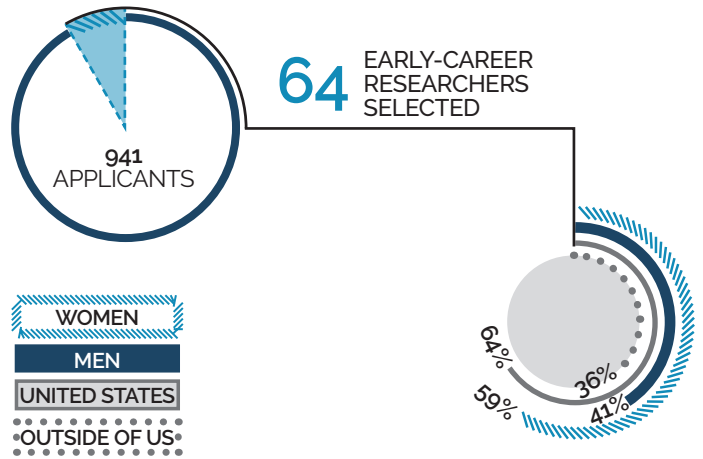
ASM Journals encourages the development of diverse early career scientists and the diversity of reviewers and editors.

Through mentoring, hands-on experience, and open calls for editors, ASM Journals maintains its commitment to promoting IDEAA within the microbial sciences.

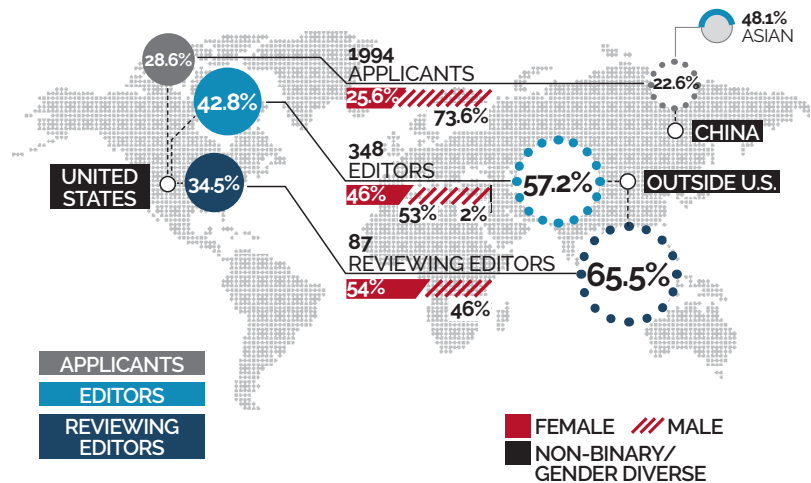
ASM trains staff to enhance competencies on IDEAA-related topics.

Through webinars and training, ASM provides IDEAA-related skill building for our members. Additionally, since 2021, as signatories of the [CEO Action for Diversity & Inclusion Pledge](#), ASM has hosted annual half-day workshops to develop ASM staff IDEAA knowledge and skills, ensuring the Society's programs, policies and operations are aligned with ASM's IDEAA Guiding Principles. Through lectures, small group discussion and case studies, ASM staff identify opportunities to elevate IDEAA within the Society's programs.

mBio Junior Editorial Board (2021 – 2022)



Microbiology Spectrum by the Numbers - 2022



Updates and Accomplishments

ASM celebrates the contributions of scientists from historically excluded groups (HEGs) and research that promotes IDEAA within the microbial sciences.

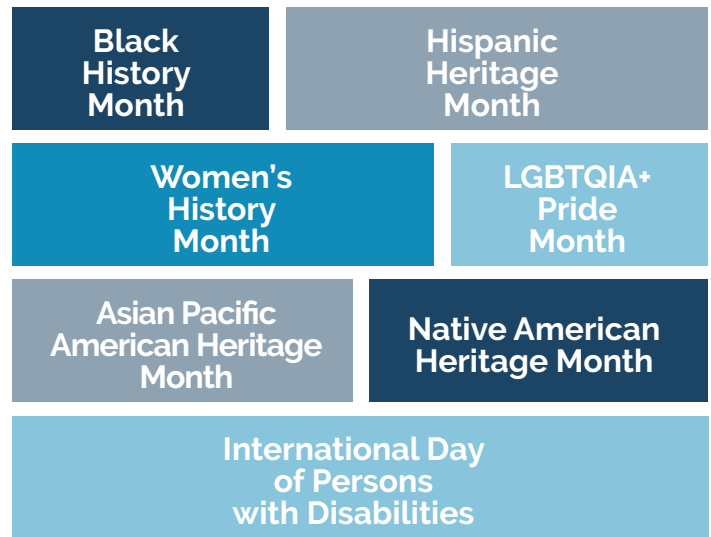
The 2022 *mSystems* Journal special series, *Social Equity as a Means of Resolving Disparities in Microbial Exposure*, features recent investigations into beneficial and detrimental instances of microbial exposure. The series highlights how the collective microbial community is impacted by social, economic, medical or political factors and how social policy impacts disparities between populations. Accessed over 1,700 times, the series expands awareness of the intersection of science and issues affecting society.

In 2022, ASM Journals launched its **Diversity, Equity and Inclusion (DEI) Collection**. As of January 2023, articles in this collection were accessed 22,670 times. Topics include:

- Challenges faced by microbiologists from historically excluded groups.
- Fostering DEI in STEM education.

- Inclusive accommodations for scientists and students with disabilities.
- Parallels between the microbial world and the DEI realm.
- Neglected diseases affecting underrepresented populations.
- Disproportionate disease outcomes for geographically and demographically underserved groups.

DEI-Focused Campaign Pages



2021-2022 Spotlights

(Not a comprehensive list)



Adapting as a Disabled Scientist
Dr. Chris Rensing



Advocating for Deaf Scientists
Dr. John Dennehy



A Black Woman's Journey in Microbiology
Dr. Aisha Burton



Building Community
Dr. Juliet Johnston



Cultivating Collaboration
Dr. Oladele Ogunseitan



Diversity Feeds Discovery
Dr. Arpita Bose



Follow Your Passion
Dr. Stephanie Momeni



Keep Thinking Boldly
Dr. Jyothi Rengarajan



Never Stop Exploring
Dr. Squire Booker



The Power of Mentorship,
Dr. Carla Bonilla

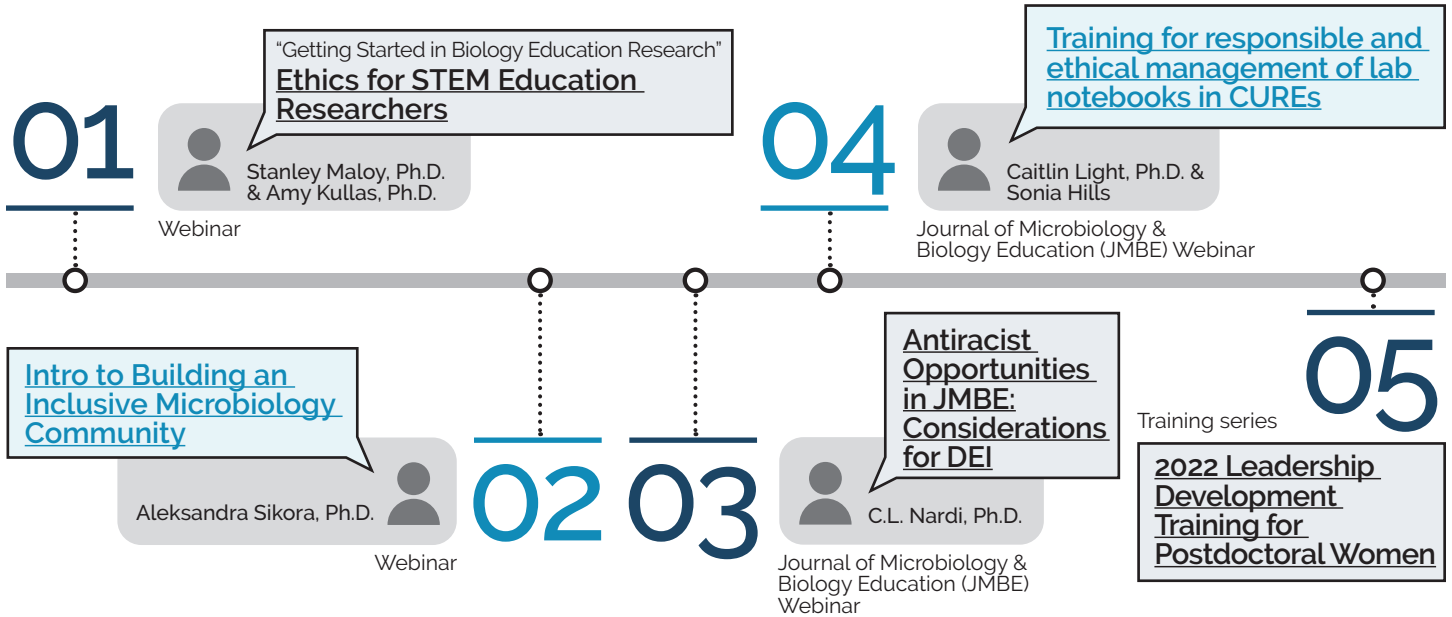


A Seat at the Table
Dr. Mary Sanchez Lanier



Your Identity is an Asset
Dr. Jeffrey Maloy

Member Development Opportunities



ASM Microbe and FEMS Congress collaborated to host World Microbe Forum (WMF) 2021.

Purposed to unite the worldwide microbial sciences community by sharing cutting-edge science, WMF 2021 brought together researchers, industry professionals, undergraduate and postgraduate students, educators and leaders in a digital forum. WMF showcased how the microbial sciences are essential to the health and well-being of humankind. Virtual and asynchronous access supported equity and inclusion for a broader, global audience.

Recognizing the success of the meeting to unite microbiologists across the globe, World Microbe Forum was chosen as the Bronze Winner in the July 2021 competition of the Global Conference Network's Virtual Event Awards. The event's success expanded ASM strategies toward global representation and diversity at ASM Microbe and other ASM meetings.

WMF Snapshot Data



Updates and Accomplishments

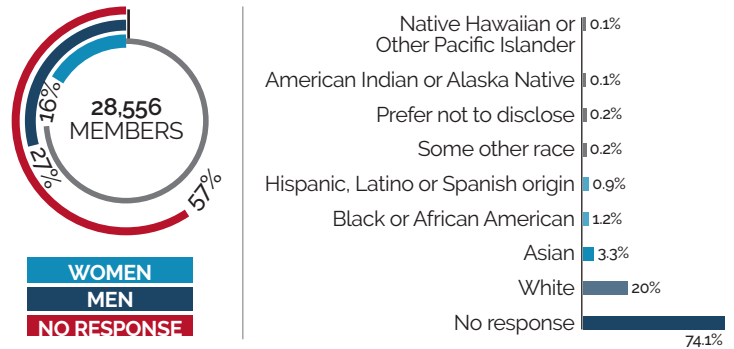
Priority Goal 2

Develop and Enhance Data Quality

ASM works to create a diverse community of members, representing the diversity of the United States.

In 2022, ASM launched a campaign to increase responses to race/ethnicity and gender demographic data categories within NetForum, ASM's membership management system. We encourage members to **complete their demographic data**, so we may accurately measure our progress in ensuring diversity and inclusion of members. During ASM Microbe 2022, we launched the demographic data dashboard to exemplify data transparency.

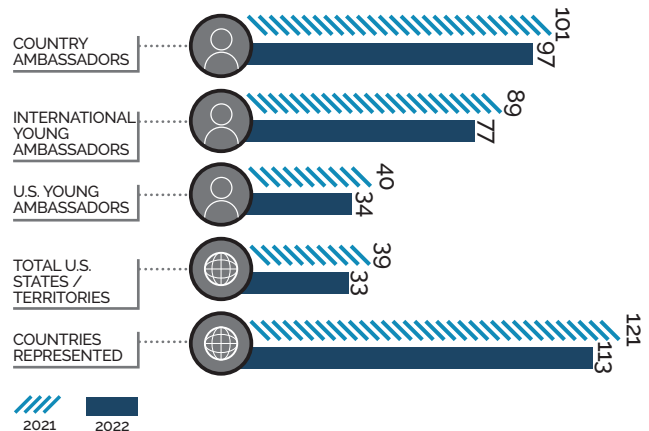
Gender + Race and Ethnicity



ASM provides equitable opportunities for members to contribute to the mission of promoting and advancing the microbial sciences.

ASM engages students and trainees to promote community through its **Student and Postdoctoral Chapters**. Advised by current ASM members, the 24 international and 90 U.S. Chapters host events throughout the year, including attending career panels, visiting microbiology companies and judging science fairs.

In addition to supporting students and trainees, ASM's global outreach extends further through its network of **Country Ambassadors and Young Ambassadors**, who play a crucial role in connecting with scientific communities worldwide. Ambassadors span 116 countries, responding to the needs of their local scientific communities, building relationships with key institutions and facilitating partnerships.

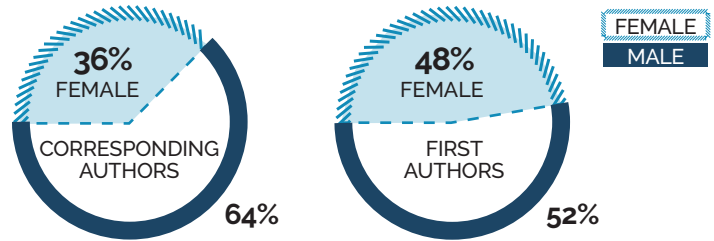


Through publications and presentations, ASM contributors—authors, editors, reviewers and presenters—have a unique opportunity to weigh in on the latest science and shape the field.

For the first time, in 2022, ASM Microbe featured a DEI-curated itinerary, which identified sessions aimed to elevate and advance diversity, equity and inclusion in the microbial sciences. Some of the sessions within the 2022 DEI-curated itinerary included:

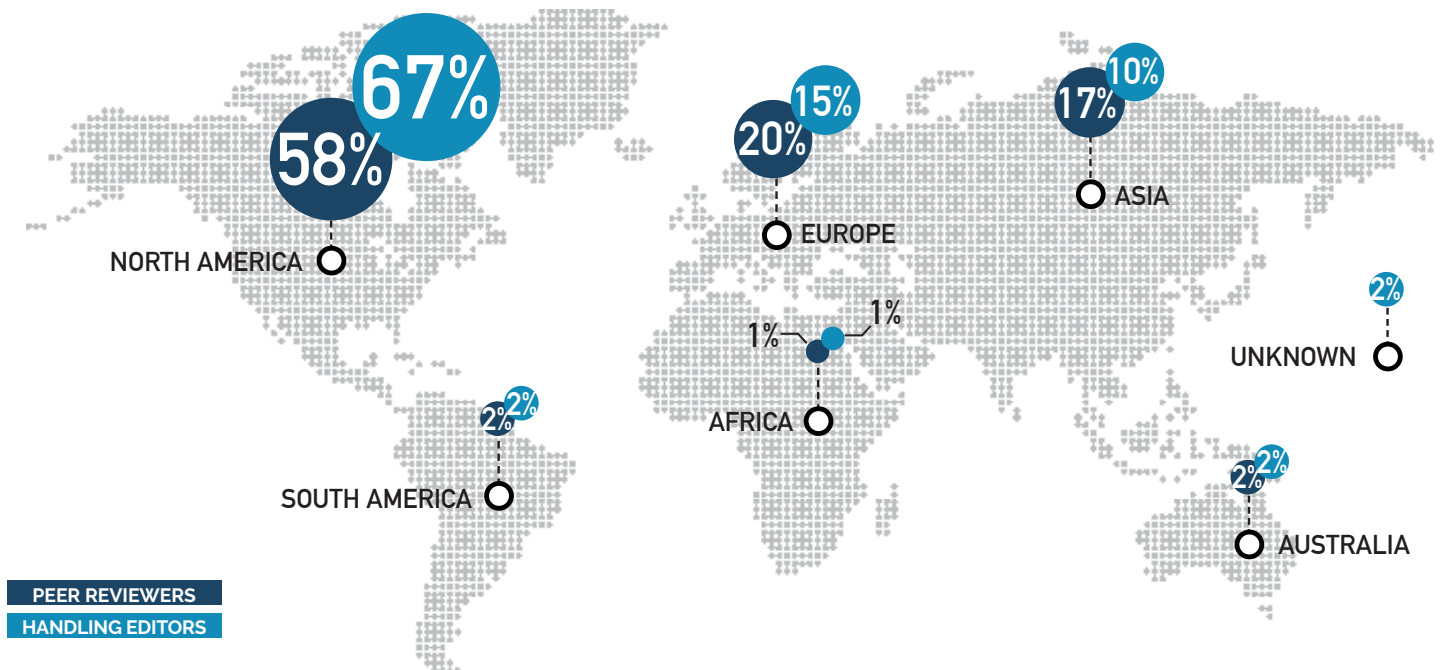
- 2nd Annual IDEAA Town Hall.
- [Equity in Laboratory Testing for COVID-19 and Other Infections Across Diverse Populations.](#)
- Educator Advocacy for LGBTQ Students in STEM.
- [Microbiology for the Blind and Visually Impaired.](#)
- [Microbes and Social Equity: The Microbial Components of Social, Environmental, and Health Justice.](#)
- Rebranding the Scientist Mold with the Next Generation of Microbiologists.
- Neglected Diseases of the Poor.

2022 Gender Representation



ASM Journals Publication by the Numbers

2022 Geographical Representation



Updates and Accomplishments

ASM Microbe 2022 by the Numbers - Registered Attendees

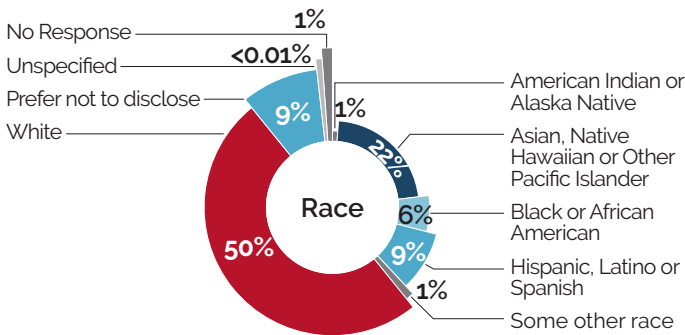
In-Person vs Virtual Attendees



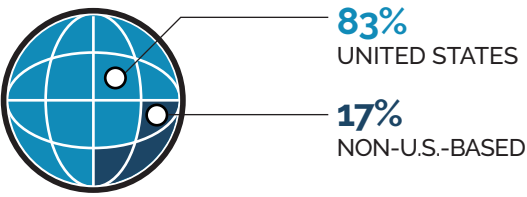
Gender



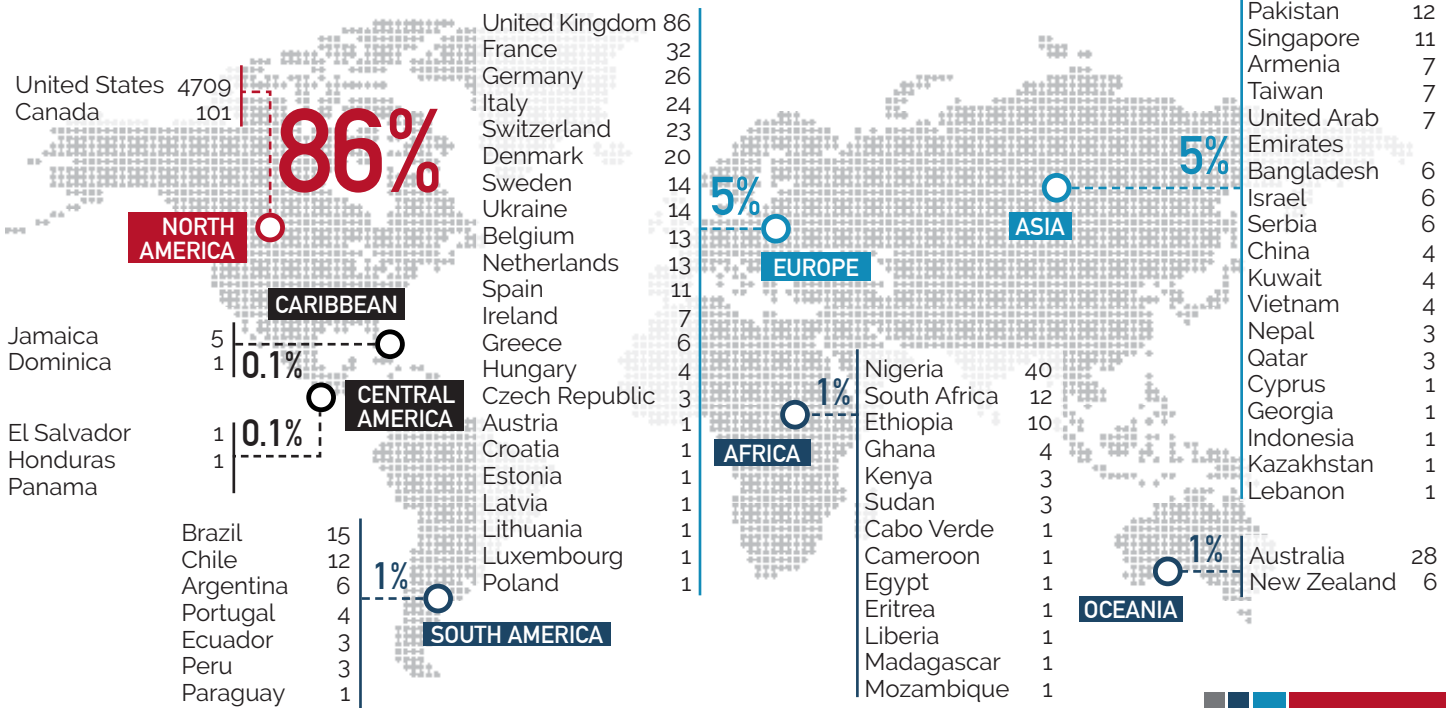
Race and Ethnicity



Geographic: U.S./International



Country Breakdown



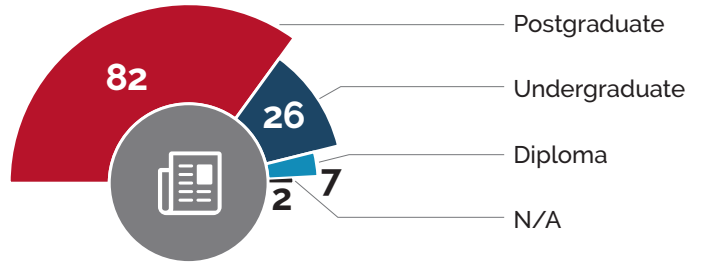
ASM works to minimize morbidity and mortality through its Global Public Health Programs (GPHP).

GPHP equips countries to surveil and respond to infectious diseases, hosting workshops and training in partnership with in-country, local organizations. GPHP builds and strengthens laboratory systems through assisting with strategic planning, bolstering operations and creating a sustainable ecosystem. GPHP works with international and country-based consultants to provide ongoing support and training to microbiologists across the world and strives for inclusive diversity across all education levels and degree types of its partners and consultants.

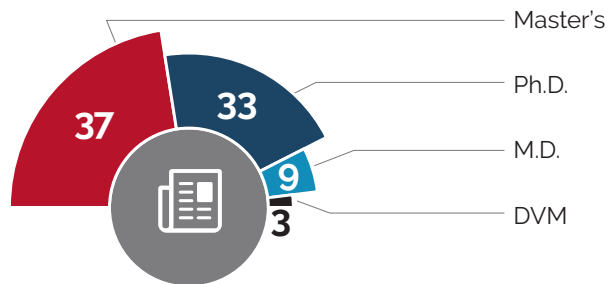
Global Public Health Programs



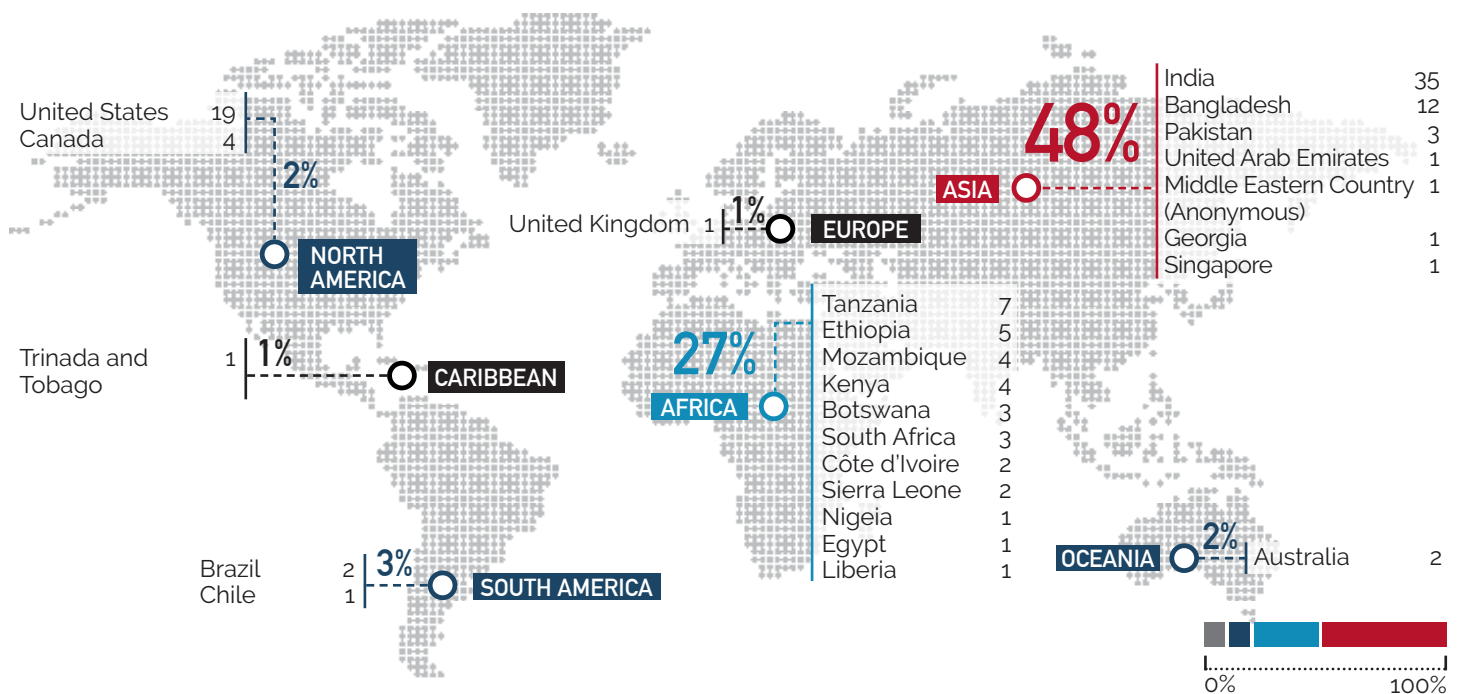
Consultant Level of Education



Consultant Degree Type



International Consultants - Country Breakdown



Updates and Accomplishments

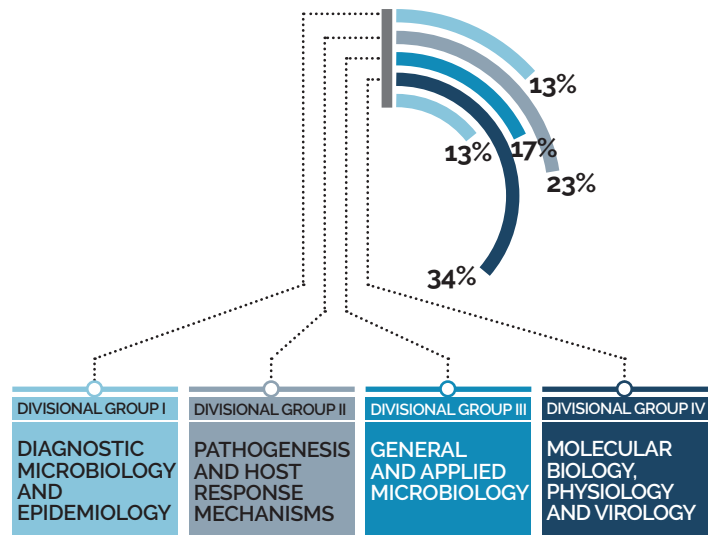
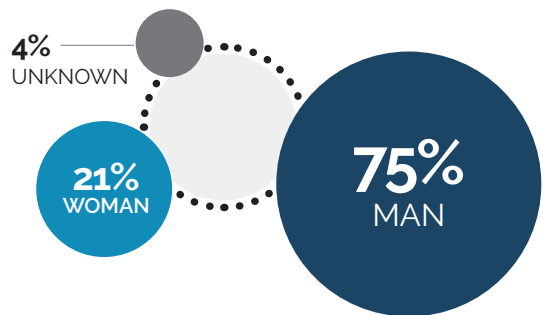
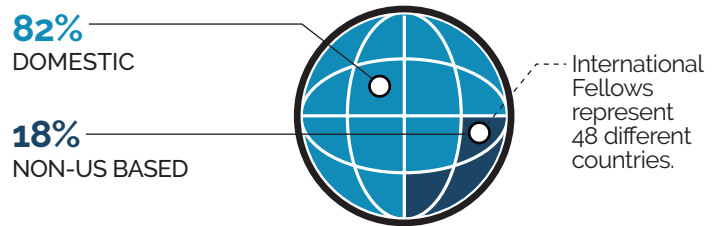
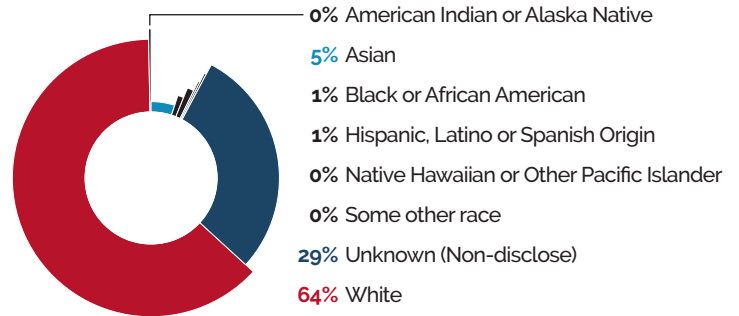
The American Academy of Microbiology (Academy) elects Fellows to oversee ASM's prestigious Awards Program.

The Academy is the honorific leadership group and think-tank within ASM. The Academy's mission is to recognize scientists for outstanding contributions to microbiology and provide microbiological expertise in the service of science and the public. Academy Fellows nominate microbiologists who exhibit high ethical standards, scientific excellence, originality, scholarly and creative achievement, and leadership for fellowship. Academy Fellows represent a wide variety of microbiology sectors, including research, education, public health, industry and government service.

In February 2022, the Academy elected 65 Fellows, hailing from 10 different countries. In anticipation of the 2023 Academy Fellowship election, the Academy authored a [mBio editorial](#) to provide greater transparency of the election process. The Academy also provided clarity to Academy leadership on how to implement IDEAA principles when reviewing nominees for fellowship. Furthermore, the January 2021 ASM Leadership Newsletter featured an editorial about the process of becoming a Fellow. Dr. Amy Vollmer, an Academy Leadership Nominating Subcommittee member, also hosted an event at ASM Microbe 2022 to share details about the new self-nomination process and increase accessibility to those in leadership. For the 2023 fellowship election cycle, the Academy invited nominators to share their demographic information.

In 2022, the Academy launched an [updated ASM Awards & Prize webpage](#), highlighting the several types of awards based on diverse expertise. Additionally, the [Academy launched a webpage](#) to showcase the ASM Honorary Diversity Lecturer, which recognizes a microbiologist from a historically excluded group who both is an accomplished researcher and has a proven record of delivering engaging and outstanding lectures. This lecture award aims to highlight the power of diversity in the scientific community and is intended to inspire the next generation of microbiologists from historically excluded groups.

Academy Demographics



Priority Goal 3 Demolish Systemic Barriers

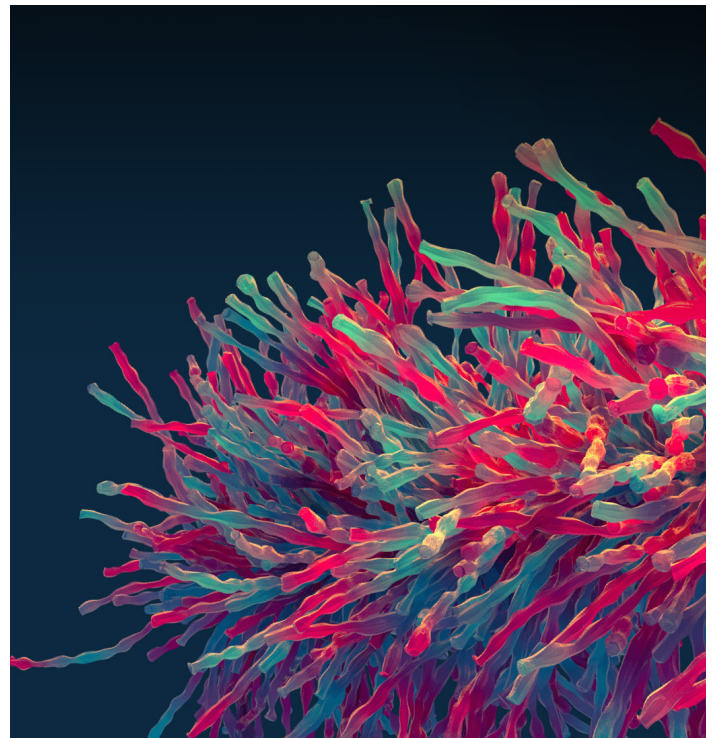
To lower barriers of entry, ASM offers travel awards to several ASM meetings and events. Among these are awards that intentionally advance inclusive diversity, equity and access to ASM meetings and events.

- 01 ASM Microbe Minority Travel Award:**
This travel award encourages increased participation of HEGs at ASM Microbe.
- 02 Bill & Melinda Gates Foundation Travel Award for Scientists from Low- And Low-Middle Income Countries:**
Scientists in low- and low-middle-income countries who would otherwise be unable to attend ASM Microbe can receive the funds necessary for travel expenses.
- 03 Carlyn Halde Latin American Student Travel Award:**
This travel award, administered by ASM in collaboration with the Medical Mycological Society of the Americas (MMSA), supports the travel of a student medical microbiologist from Latin America, Puerto Rico or the Caribbean to participate in ASM Microbe.
- 04 ASM-FEMS Mäkelä-Cassell Travel Award for Early Career Scientists:**
The ASM-FEMS Mäkelä-Cassell travel award supports 1 member from each organization to present their research at the other organization's main conference. Designed to benefit early-career scientists from both organizations, awardees receive the opportunity to present their work overseas and experience the best of microbiology in the partner country.

ASM advocates for public policies that are rooted in science and advance IDEAA within the sciences.

Since 2020, ASM has worked with Congress, supporting diversity, equity and inclusion through the National Science Foundation, the [Combating Sexual Harassment in Science Act](#), the [Bioeconomy Research and Development Act](#), the [Department of Energy Science for the Future Act](#) and support for the National Oceanic and Atmospheric Administration, National Institute of Standards and Technology and National Aeronautics and Space Administration.

During ASM Microbe 2022, Dr. Greetchen Díaz, Chair of the IDEAA Committee, highlighted the importance of advocacy during her moderated panel, "Microbial Advancement Beyond the Lab: How Advocacy Promotes the Field and is Part of Every Career."



Updates and Accomplishments

ASM works to increase accessibility, equity and inclusive diversity of its leadership.

In its 2020 report to the Board, the ASM [DEI Task Force](#) shared several recommendations aimed at increasing the diversity, transparency and inclusivity of volunteer leadership within the Society. To this end, in 2021, ASM launched an Appointments and Nominations Pilot project.

The primary objectives of the Pilot included the recruitment of a more diverse pool of individuals into ASM leadership positions; the expansion of inclusive practices in the appointment and nomination processes; and the establishment of consistent and transparent governance procedures. The project worked to foster a leadership landscape representative of diverse backgrounds and perspectives within the microbial sciences and broader scientific community, while also ensuring equitable opportunities and clear pathways to leadership roles.

Volunteer groups included in the Pilot included the Education, Ethics, IDEAA and Public and Scientific Affairs Committees. A total of 95 applications were submitted during the Pilot. To help continue to enhance and promote open calls for leadership opportunities at ASM, the Society developed and launched a [volunteer webpage](#) dedicated to housing all open call listings.

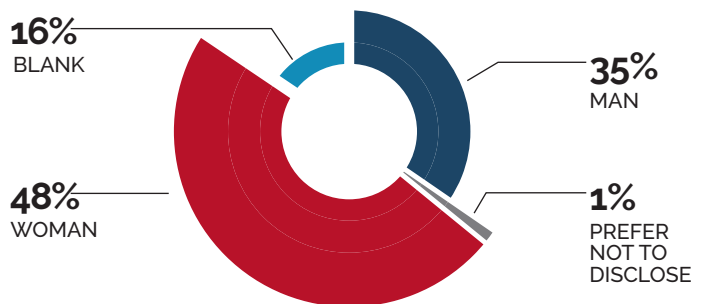
Through the Appointments and Nominations Pilot, ASM saw increased access to volunteer leadership within the participating groups. Additionally, the pilot increased engagement of ASM members, helping to identify individuals interested in increasing their involvement with the Society. This will provide an opportunity for ASM to reach out to these members and engage them in different opportunities, such as writing for the web, submitting session to ASM meetings and other volunteer opportunities.

Furthermore, to increase accessibility and transparency, the Academy allowed Fellows to self-nominate for open governance positions in 2022. The Academy reached gender parity for the 2022 Academy Leadership Election slate, and almost 30% of candidates identified as belonging to a historically excluded racial or ethnic group. In preparation for the 2023 Academy Leadership Election, additional information about the criteria and application was added to the Academy's web page for greater transparency. Resulting from these efforts, the Academy received 6 eligible self-nominations for 1 open Academy leadership position in 2022. One third of Academy leadership nominees identified as a woman. Currently, 66% of the Academy top leaders are women even though only 24% of Fellows are women. Additionally, members who identify as women make up 70% of the next group of Academy elected leaders (the Subcommittee on Elections).

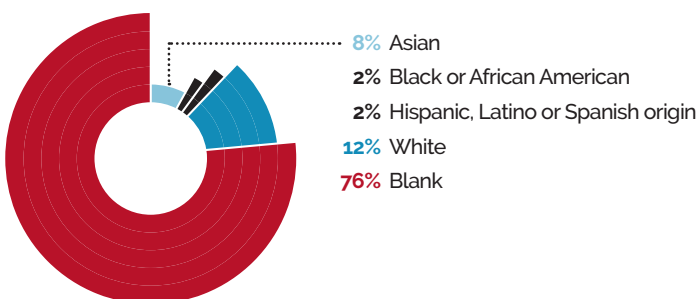
Gender - Applicants - 2022 Open Call



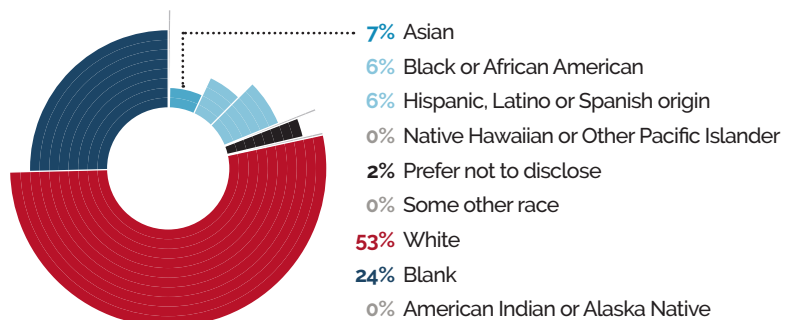
Gender - ASM Committee Members - 2023



Race and Ethnicity - Applicants - 2022 Open Call



Race and Ethnicity - ASM Committee Members - 2023

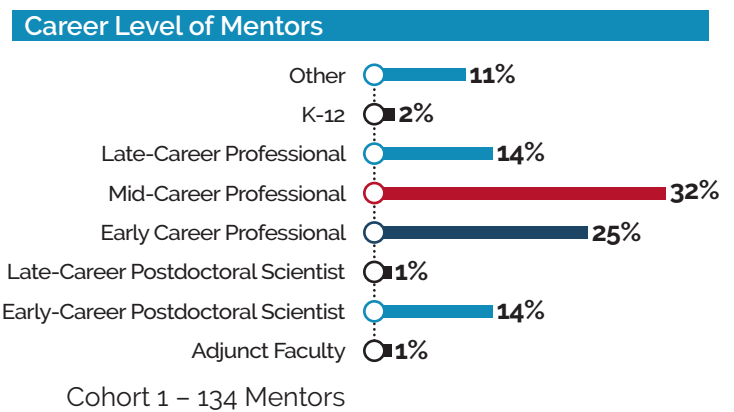
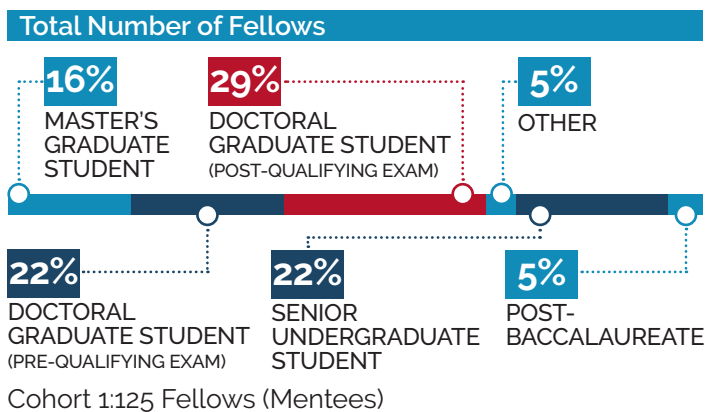


ASM creates mentoring opportunities for students from historically excluded groups, through the ASM Future Leaders Mentoring Fellowship (FLMF).

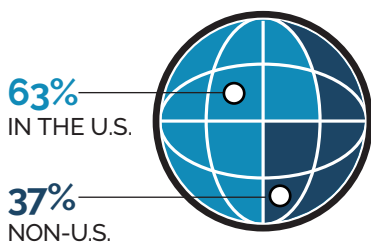
Established in 2022, the FLMF is a 2-year structured mentorship fellowship designed to support master's and doctoral **graduate students** from underrepresented

groups who demonstrate an interest in the microbial sciences, seek mentorship in navigating their educational and career trajectories, as well as leadership development. **Mentees** are matched with a team of mentors and participate in skillset training, structured mentoring, community building and networking activities at the FLMF Symposium, ASM Microbe and year-round programming.

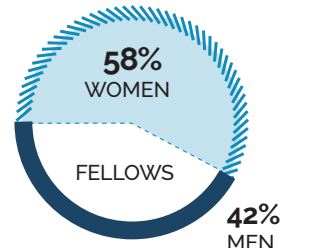
FLMF by the Numbers



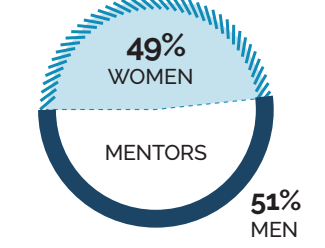
Location of Fellows



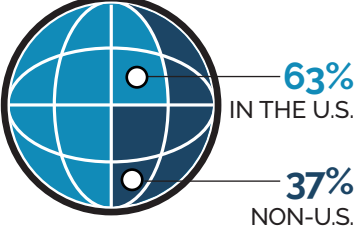
Gender - Fellows



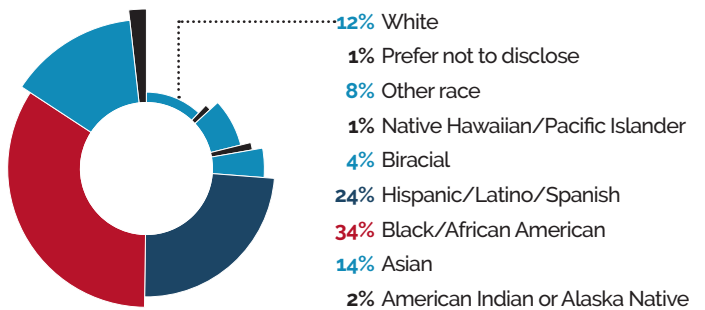
Gender - Mentors



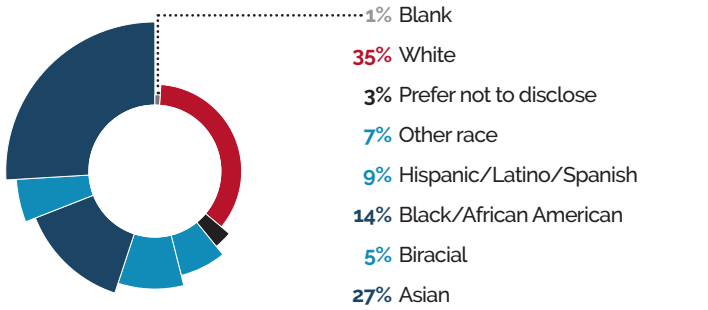
Location of Mentors



Race and Ethnicity - Fellows



Race and Ethnicity - Mentors



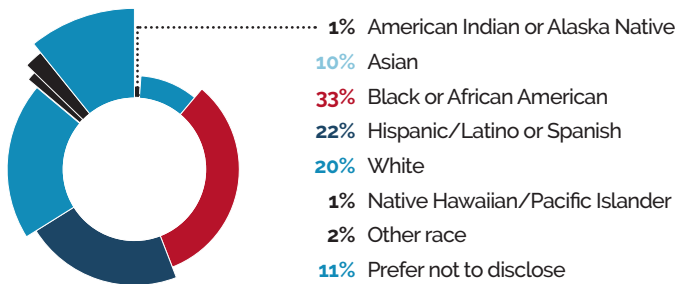
Updates and Accomplishments

ASM supports historically excluded community college, undergraduate and postbaccalaureate students in STEM through its partnership for the Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS).

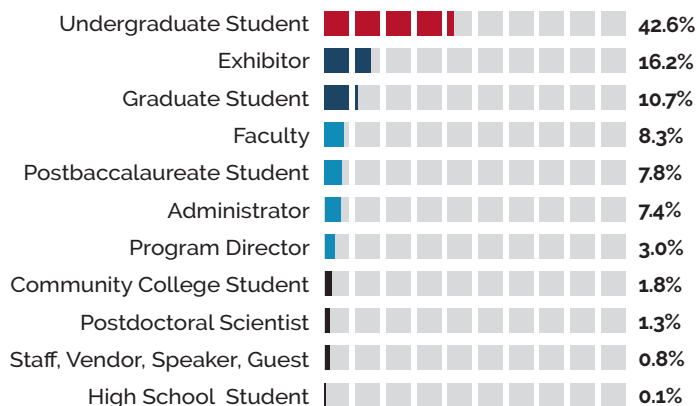
In 2000, the National Institutes of General Medical Sciences of the National Institutes of Health (NIH) awarded ASM funding to organize and manage the Annual Biomedical Research Conference for Minoritized Scientists (**ABRCMS**). Since 2001, ABRCMS has been the go-to conference for historically excluded community college, undergraduate and postbaccalaureate (postbacs) students in science, technology, engineering and mathematics. As an extension of the ABRCMS conference, **ABRCMS365** allows the biomedical sciences community to continue learning, with professional development and scientific and networking opportunities. For undergraduates, postbacs, graduate students, trainees, faculty and staff, ABRCMS365 offers unique virtual events, including panel discussions, webinars and live Q&As.

ABRCMS by the Numbers

Race and Ethnicity - Attendees



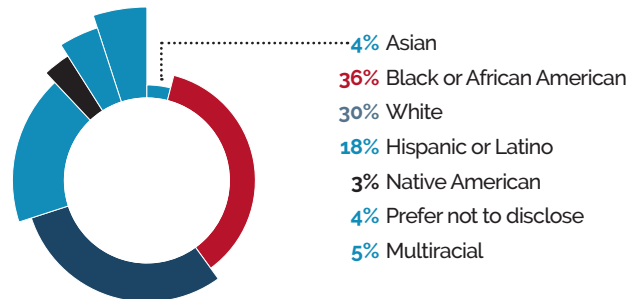
Registration Type



Changing its name from the Annual Biomedical Research Conference for Minority Students to the Annual Biomedical Research Conference for Minoritized Scientists in 2022 reflects the broad community that ABRCMS supports.

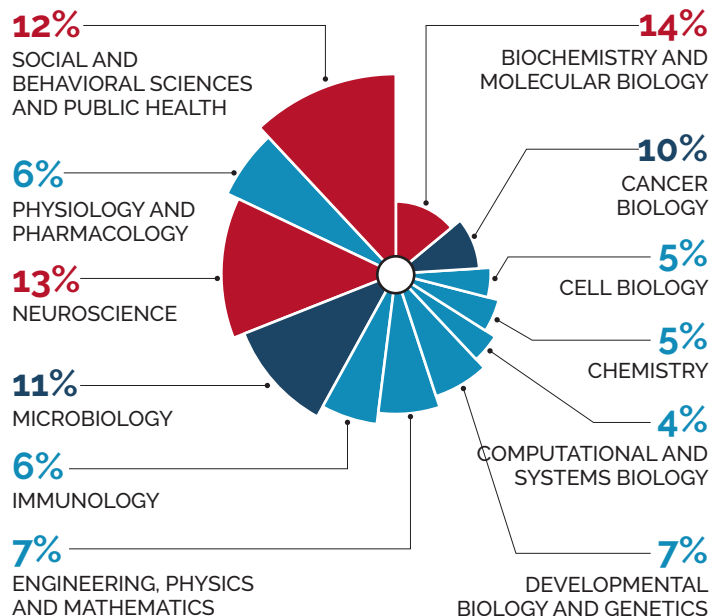
ABRCMS has extended its inclusiveness to the virtual world as well. After 2 years of virtual meetings, ABRCMS 2022 was the first hybrid event in the meeting's 20-year history. Virtual registration allowed scientists from historically underrepresented groups around the world and those with financial constraints to participate in the dynamic event. ABRCMS student presentations represent 12 scientific disciplines, with approximately 600 research scientists serving as judges and providing feedback to student presenters. New in 2022 was the ABRCMS Graduate Symposium, a program focused on providing resources and opportunities for graduate students to make critical connections as they develop in their scientific careers.

Race and Ethnicity - Speakers



Conference Program – Speaker Ethnicity Data

Scientific Disciplines of Abstracts - Submitted



ASM meets and maintains standards for accessibility to its meetings, resources and services for individuals with disabilities.

ABRCMS prides itself on providing an inclusive environment for individuals needing accessibility accommodations. Accommodations at ABRCMS included closed captioning and interpreting services for all conference sessions, accommodations for blind/visually impaired individuals and wheelchair accessibility.

ASM's keystone meeting, ASM Microbe, prioritizes accessibility for all, continuing the provision of accommodations for speakers and attendees. These accommodations included offering ASL translation and assisted listening devices, meeting mobility needs by providing onsite services and providing childcare and lactation rooms onsite.

Priority Goal 4

Ensure Infrastructure to Provide Leadership, Coordination and Accountability

ASM's IDEAA Committee of the Board and DEI-related subcommittees lead efforts to hold the Society accountable to its commitment to diversity, equity and inclusion.

The inaugural IDEAA Committee of the Board [began its work](#) in July 2022. Guiding the strategic direction of the Society on DEI issues, the Committee recommends, to the Board, the most optimal governance structure for DEI activities.

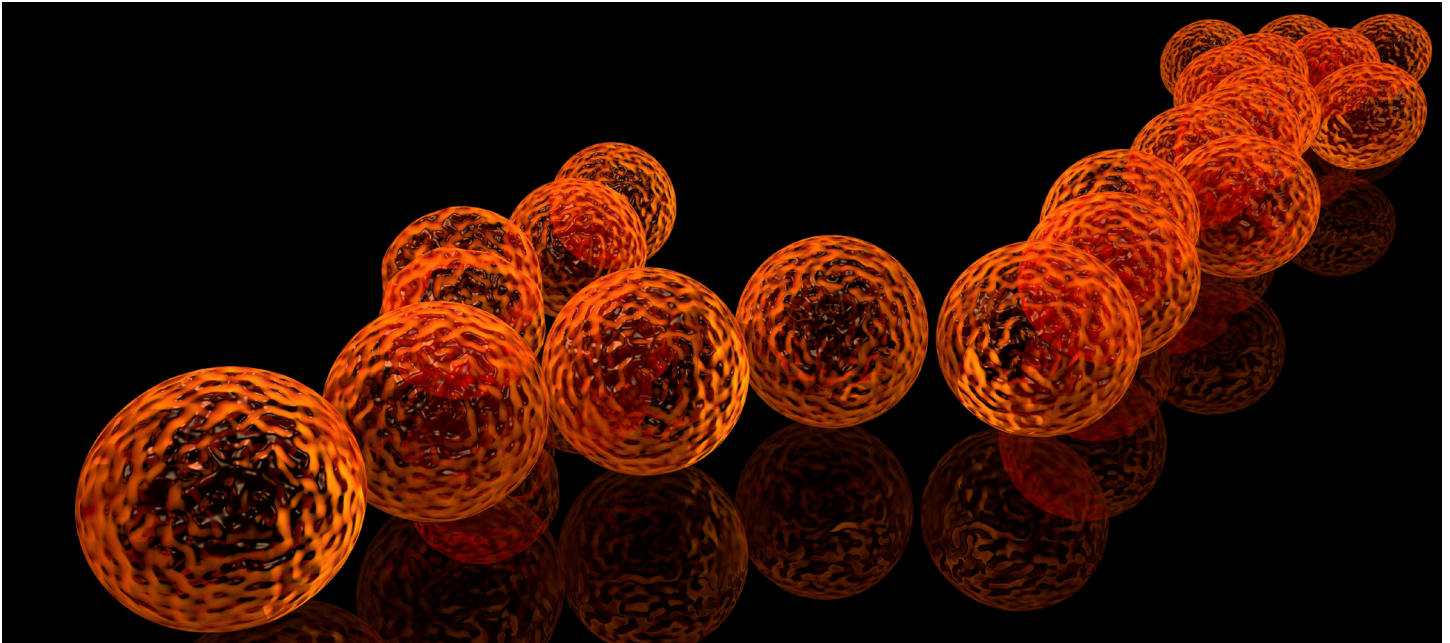
ASM's [DEI-related subcommittees](#) include the Subcommittee on the Status of Women in Microbiology (SSWIM), Subcommittee on Minority Education (SME) and Subcommittee on the Status of Historically Excluded Groups (SSHEG). SSWIM, SME and SSHEG lead many of the Society's programmatic efforts and initiatives dedicated to women, students, trainees and educators from historically excluded groups. In 2022, the IDEAA Committee supported SSHEG and SSWIM's transition under the Membership Committee, elevating and integrating IDEAA across the entire ASM membership. Additionally, the IDEAA Committee proposed modifying SSHEG's name from the Subcommittee on Microbiological Issues Impacting Minorities (SMIIM), to promote and follow an asset-based model, removing the term "minority."

ASM works to uphold the highest standards of ethics and conduct in microbiology.

ASM has centralized its ethics efforts into an [ethics portal](#) which educates ASM members on ASM's ethics policies, as well as streamlines the way ethical concerns are handled. ASM's ethics policies focus on issues involving scientific misconduct and journals-publishing ethics, as well as a broad range of activities, including:

- Establishing the [ASM Events Code of Conduct](#) to address sexual harassment and other forms of harassment.
- Supporting both U.S. Senate and House legislation to combat sexual harassment in STEM.
- Participating in the Leadership Council of the [Societies Consortium on Sexual Harassment in STEM](#).
- Revising the [ASM Code of Ethics and Conduct](#) to include IDEAA-related principles, thereby expanding the ASM online, anonymous reporting web portal as a way for all ASM stakeholders to share feedback related to IDEAA, ethics and compliance.
- In December 2021, the ASM Board of Directors approved the ASM Ethics Committee's request to incorporate ASM's Diversity Statement into the ASM Code of Ethics and Conduct. The approved verbiage—"ASM members aspire to exemplify inclusive diversity with equity, access and accountability (IDEAA) in the microbial sciences."—is now found both online and in ASM's Policies and Procedures Manual.

Opportunities



ASM is proud of the progress and achievements across the Society to advance IDEAA and looks forward to additional meaningful achievements with the help of its dedicated volunteers and subject matter experts. We call on all members to volunteer and engage with IDEAA at ASM and throughout the microbiology field. We recognize that progress is ongoing and wish to highlight opportunities for continued growth in 2023 and beyond.

Collaboration and Partnership

- Increase and strengthen partnerships with minority serving institutions (MSIs) and community colleges, as well as associations serving HEGs.
- Engage members on internal and external communication channels.
- Promote the intersection of IDEAA and science.

Accountability

- Increase inclusive diversity of ASM staff.
- Evaluate IDEAA-related programs and communications for effectiveness and impact.
- Incorporate IDEAA within ASM's financial structure and procedures.
- Ensure transparent, equitable and inclusive governance policies.
- Measure diverse inclusion of stakeholders.
- Increase opportunities for early-career scientist and trainee involvement in ASM leadership.

Diverse Representation and Engagement

- Increase engagement of non-U.S.-based members.
- Increase engagement of members with disabilities.
- Ensure diverse representation of contributors.
- Increase ASM volunteer leaders', authors' and presenters' IDEAA-related competencies and skills.
- Share IDEAA-related resources with members, institutions and partner organizations.

Acknowledgements



This report is a collective effort, made possible by the dedication and hard work of many writers, reviewers, designers and editors. We are grateful for their contributions and want to express our sincere appreciation for their efforts in bringing this report to fruition.

For many years, ASM has been committed to promoting and advancing the microbial sciences by embodying and sustaining inclusive diversity with equity, access and accountability (IDEAA). We recognize and appreciate the invaluable contributions of ASM volunteer leaders, staff, collaborators and members in making the progress showcased in this report possible. While we do not mention every contributor by name, we would like to extend our heartfelt thanks to everyone involved in this important work.

We encourage you to delve deeper into [ASM's DEI history](#) and explore the many initiatives and programs that are helping to create a more diverse, equitable and inclusive scientific community.

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