

2022-2024 ASM IDEAA Strategy Roadmap



AMERICAN
SOCIETY FOR
MICROBIOLOGY

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ASM 2022-2024 IDEAA Strategy Roadmap



1. Raise Awareness About the Intersection of Science/Members/IDEAA



2. Staff Focused Day of Understanding



3. ASM Future Leaders Mentorship Fellowship (FLMF)



4. Appointment and Nomination Pilot



5. Data Collection Campaigns



6. ASM MOSAIC Program



7. ASM DEI History Project



8. Enhance Communication Platforms for Constructive Conversations & Feedback



9. ASM MicroBio-LEAP Project



10. Enhance Visibility of Accessibility Accommodations at ASM Microbe



11. Establish ASM IDEAA Committee of the Board



12. Synergize IDEAA Efforts Across the Organization



13. IDEAA Progress Report



1. Raise Awareness About the Intersection of Science, Members & IDEAA



Project Objectives

1. Enhance member understanding of why IDEAA is important to the microbial sciences field.
2. Build and develop member perception of how IDEAA supports innovation and discovery in the field.
3. Educate members and the community on how and why IDEAA should be infused into their policies, practices, and procedures, in the classroom, lab, and in their business operations.
4. Promote, celebrate, and recognize contributions from scientists from historically underrepresented groups, thus increasing the inclusion of these groups in the microbial sciences.
5. Increase awareness, amongst members and the broader microbial sciences community, of IDEAA topics and principles.
6. Educate and train ASM members and the broader microbial sciences on IDEAA topics.



1. Raise Awareness About the Intersection of Science, Members & IDEAA



Specific Action Items

1. Develop and publish IDEAA Content for ASM's website that supports commemorative events and observances (ex., Black History Month, Hispanic Heritage Month, International Day of Persons with Disabilities, etc.).
2. Engage with colleagues in the microbial sciences to sponsor and celebrate contributions from historically excluded groups (i.e., Black Microbiologists Association).
3. Plan and host IDEAA related sessions at annual meeting(s) (i.e., IDEAA Town Hall, Minority Mixer, Women's Reception, LGBTQIA+ Networking session at ASM Microbe).
4. Include IDEAA activities on ASM communication outlets (i.e., ASM News, Leadership Update, ASM Connect, etc.)

2. Staff Focused Day of Understanding (DOU)



Project Objectives

1. Demonstrate ASM's commitment to IDEAA.
2. Develop and enhance ASM staff's competency around IDEAA, both conceptually and in practice.
3. Increase ASM staff understanding of how to engage in IDEAA-related discussions/conversations, as well as meaningfully participate in real life IDEAA-related scenarios and/or experiences.
4. Empower ASM staff to elevate and embody IDEAA within their respective program and project areas.
5. Increase staff awareness of IDEAA topics and principles.



2. Staff Focused Day of Understanding (DOU)



Specific Action Items

1. Host lunch & learns with staff, intended to provide a safe space to engage in candid conversations (i.e., conversations around race/ethnicity, education on how to be inclusive in the workplace, conversations around emotional intelligence etc.), in order to prepare staff for DOU programming and beyond.
2. Develop and facilitate programming for staff-focused DOU half-day workshop.
3. Collect data to help inform potential trainings for ASM's volunteer leadership.



3. ASM Future Leaders Mentorship Fellowship (FLMF)



Project Objectives

1. Empower and support future microbiologists through a year-round structured mentoring fellowship program.
2. Diversify the microbial sciences by supporting scientists from historically excluded groups.
3. Recruit, support and retain the next generation of microbiologists from historically excluded groups.
4. Mentor the next generation of future leaders.
5. Enhance access to the field through meaningful mentorship and training.

3. ASM Future Leaders Mentorship Fellowship (FLMF)



Specific Action Items

1. Develop and facilitate a year-long structured mentoring program for trainees.
2. Collaborate with the Academy Department to develop a mentoring matching program with Academy Fellows and other ASM leaders. Provide trainees professional development skill building through participation in symposium prior to and during ASM Microbe.
3. Provide trainees with professional development skill building through participation in symposium prior to and during Microbe.
4. Build community of trainees from historically excluded groups in the microbial sciences.

4. Appointment & Nomination Pilot



Project Objectives

1. Recruit new and diverse members to ASM leadership positions.
2. Diversify ASM volunteer leadership.
3. Enhance accessibility to volunteer leadership positions.
4. Enhance transparency of ASM governance processes.
5. Increase inclusionary practices in ASM volunteer leadership processes.
6. Ensure consistency in nomination and appointment policies across the organization.



4. Appointment & Nomination Pilot



Specific Action Items

1. Evaluate the outcomes of the nomination and appointment pilots to assess the program's impact and effectiveness, identifying necessary areas for improvement.
2. Review appointment and nomination policies and procedures across ASM to ensure inclusion, equity, accessibility, and accountability in all organizational areas and activities.
3. Develop volunteer leadership training portal, enabling volunteer leaders to access and engage in educational resources, such as IDEAA-related training sessions.
4. Develop more opportunities for early-career scientists and trainees to get involved in ASM leadership (i.e., mBio Junior Editorial Board).



5. Data Collection Campaign



Project Objectives

1. Enhance data quality around the characteristics and identities of ASM members.
2. Equip ASM with the data needed to track diversity of the ASM membership community.
3. Collect the metrics needed to assess ASM's progress in accomplishing the vision of having a membership community that reflects the diversity of the US population.



5. Data Collection Campaign



Specific Action Items

1. Take a proactive approach in communicating to ASM members & stakeholders why ASM is asking for gender & race/ethnicity data.
2. Assess and evaluate ASM's current data and values to determine areas of strength as well as areas to enhance.
3. Research and identify more inclusive data demographic values.
4. Develop and propose new data values to the ASM data governance team based on research and assessment of current data.



6. ASM Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) Program



Project Objectives

1. Enhance diversity within the academic biomedical research workforce.
2. Facilitate the transition of promising postdocs from historically underrepresented groups in the academic biomedical research workforce into independent, tenure-track or equivalent research-intensive faculty positions.
3. Supports scholars to achieve robust careers as microbiologists and immunologists and prepare MOSAIC scholars to mentor the next generation of scientists.



6. ASM Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) Program



Specific Action Items

1. Continuously engage and collaborate with NIH through the MOSAIC cooperative agreement.
2. Collaborate with ASM and other scientific societies to offer courses for skill development and mentoring activities.
3. Offer courses that focus on foundational skills needed to gain faculty positions.
4. Facilitate workshops to guide scholars in embarking on a successful tenure-track career.
5. Foster progression to scientific leadership through mentorship.
6. Promote the Society's goal for diversity in the microbial sciences.



7. ASM DEI History Project



Project Objectives

1. Raise awareness on ASM's long-standing history in elevating IDEAA within the microbial sciences.
2. Develop an understanding & appreciation, across all audiences, of ASM's IDEAA journey.
3. Celebrate ASM's many members, volunteers, and staff that have worked tirelessly in the field of DEI, on behalf of ASM, for multiple decades.
4. Raise awareness of various scientists from historically excluded groups that paved the way for the science we have today.



7. ASM DEI History Project



Specific Action Items

1. Connect and collaborate with ASM DEI volunteer leaders in the development of the DEI History Project.
2. Develop online content as a series that showcases ASM's DEI journey, publishing one piece of ASM's story at a time. Vision will provide a comprehensive timeline of the journey. Goal is to publish third chapter by early 2024.
3. Promote and raise awareness of project during ASM Microbe meetings.
4. Collaborate with ASM archives to develop an online exhibit showcasing scientists from historically underrepresented groups that paved the way for the science we have today.



8. Enhance Communication Platforms, Constructive Conversations & Feedback



Project Objectives

1. Increase members' access to communicate with and provide feedback to ASM staff and volunteer leadership.
2. Enhance mechanisms for members to submit inquiries and concerns related to IDEAA.
3. Increase visibility of outlets and platforms for members to connect with leadership.



8. Enhance Communication Platforms, Constructive Conversations & Feedback



Specific Action Items

1. Develop and execute a strategy for volunteer leaders and staff leaders to better engage in membership relations.
2. Host sessions (i.e., IDEAA Town Hall) at ASM Microbe to listen and connect with members regarding IDEAA activities, concerns, efforts, etc.
3. Enhance the visibility of the DEI webpage so that members of the community can easily access it.
4. Add the IDEAA Committee members and the members of DEI-related subcommittees to the DEI website so that the community knows who they can contact for DEI concerns and inquiries.



9. Microbiology Leaders Evolving and Accountable to Progress (MicroBio-LEAP) Project



Project Objectives

1. Train leaders to embody IDEAA within their organizations/institutions.
2. Develop leaders to expand IDEAA practices within and beyond ASM.
3. Create a fundamental and permanent shift in the culture of the microbial sciences through the embrace and elevation of IDEAA.
4. Promote inclusion and belonging within the microbial sciences for individuals belonging to historically excluded groups (HEGs).



9. Microbiology Leaders Evolving and Accountable to Progress (MicroBio-LEAP) Project



Specific Action Items

1. Design and develop the IDEAA Training-of-Leaders (ToL) Scholars Program and curriculum.
2. Conduct an open call to recruit a Task Force to guide and coordinate the project.
3. Identify a IDEAA Committee representative to participate in the MicroBio-LEAP Task Force.
4. Collaborate and partner with AMSMIC to recruit scholars from their community.
5. Recruit scholars, through and open call, and pilot the ToL Scholars Program and curriculum.
6. Refine the IDEAA ToL Scholars Program and curriculum resources for broader use and dissemination.

10. Enhance Visibility of Accessibility Accommodations at Microbe



Project Objectives

1. Enhance the visibility and access to accessibility related accommodations at ASM Microbe.
2. Raise awareness about the accessibility accommodations that ASM offers at the Microbe meeting.
3. Increase the positive perceptions, amongst ASM members and ASM stakeholders, related to accessibility as a priority of ASM.



10. Enhance Visibility of Accessibility Accommodations at Microbe



Specific Action Items

1. Develop and provide accessibility guidelines for all speakers/facilitators to use at ASM meetings.
2. Provide an accessible way for registrants to request accommodations at a meeting.



11. Establish ASM IDEAA Committee of the Board



Project Objectives

1. Raise awareness about ASM's [IDEAA Committee](#), the committee's role and its responsibilities.

11. Establish ASM IDEAA Committee of the Board



Specific Action Items

1. Engage with subcommittee members in order to further expand and enhance IDEAA strategies geared towards the audiences of membership and the broader microbial sciences community.
2. IDEAA and Strategic Alliances staff collaborate around the development of funding and donation strategies for IDEAA efforts.
3. Maintain and publish updates of ASM's IDEAA strategic roadmap on ASM website.

12. Synergize IDEAA Efforts Across the Organization



Project Objectives

1. Maximize IDEAA efforts across the organization.
2. Enhance collaboration on IDEAA activities across the organization.
3. Develop strategic direction to align IDEAA efforts and activities.
4. Provide an outline of the optimal structure for DEI activities.



12. Synergize IDEAA Efforts Across the Organization



Specific Action Items

1. Connect and engage with ASM Department leaders to assess IDEAA plans for 2024.
2. Recruit a staff group to assist in a holistic approach of reviewing planned DEI-related activities and identify opportunities of collaboration.
3. Leverage the opportunities and identify staff leads to coordinate the collaboration.



13. IDEAA Progress Report



Project Objectives

1. Develop an efficient mechanism to track and evaluate ASM's IDEAA efforts across the organization on a biannual basis.
2. Capture data to inform the strategic direction of the society on IDEAA.

13. IDEAA Progress Report



Specific Action Items

1. Publish a report that includes an overall assessment and evaluation of ASM's IDEAA efforts across the organization, maps area of progress, and identifies areas for growth in Q4 of 2023.
2. Provide high-level report to the BOD & ASM membership in Q1 of 2024.
3. Develop and execute strategy to address areas of growth identified in the report in Q2 of 2024.

Thank You!

Questions? Contact Us.

This document provides a high-level overview of ASM's current IDEAA strategy. This strategy will continue to help guide and direct ASM's projects and activities dedicated to ensuring the microbial sciences is one of the most inclusive, diverse, equitable, accessible and accountable fields in STEM. It is important to note that this is a working, living and breathing document that will evolve as ASM continues to promote, enhance, elevate and embody IDEAA in the microbial sciences. This is the second version of the strategy, and we will upload new versions as it develops. We welcome the collaboration and partnership of our members in the development and execution of this strategy. We want to ensure your voice is included and heard. If you have modifications, edits, recommendations, etc. for this strategy, please feel free to send your feedback to dei@asmusa.org.

