

ERCOM Diversity Statement

Following the ERCOM meeting in Cambridge in 2019, Paul Glendinning (ICMS) was asked to draft a short statement which might represent the views of the ERCOM institutes and provide a public statement of our position. Here it is, for discussion and approval by ERCOM. It was not discussed last year due to the cancellation of the ERCOM meeting due to take place in Bilbao. Paul has also kindly included, for comparison, statements obtained from the web sites of other mathematical sciences institutes and organizations (these are attached below). We shall discuss this under ERCOM business.

Draft by Paul Glendinning for ERCOM approval:

ERCOM Diversity Statement

The ERCOM member institutes believe that diversity is essential to delivering excellence across the mathematical sciences and their applications. The ERCOM institutes welcome participants from all backgrounds and actively promote the participation of historically underrepresented groups such as women in their programmes. The ERCOM institutes are committed to ensuring that there is a supportive and inclusive environment to enable all participants to make the most of the opportunities our programmes create.

COMPARISON DIVERISTY STATEMENTS OF SISTER INSTTTUTES

1. SAMSI

Diversity statement

SAMSI, from its inception in 2002, has been committed to respect for and support of the values of inclusiveness, diversity, freedom of expression, and respect for all peoples, regardless of race, ethnicity, gender, gender identity and expression, sexual orientation, religion, age, national origin, class or disabilities. One of nine science and mathematics institutes supported by the **National Science Foundation (NSF)**, SAMSI is committed to engaging and expanding the reach of its current and future programs to encourage and incorporate more women and underrepresented minorities to participate. Together with the other NSF Mathematical Sciences Institutes, SAMSI partners with the **Mathematical Sciences Institutes Diversity Initiative (MSIDI)** to plan, promote and carry out programs that represent all people in order to grow the fields of statistics, applied mathematics, computer sciences, and mathematical sciences more broadly, for generations to come.

SAMSI directorate diligently work to ensure inclusion of women and underrepresented groups among those who attend SAMSI programs and workshops. Further, the directorate also make sure that representation of women and minorities in SAMSI graduate, undergraduate, and postdoctoral fellow programs is a priority. In addition, SAMSI also includes women and underrepresented groups in organizing committees and leadership level positions within the SAMSI directorate and governing body.

2. MSRI

MSRI prides itself on welcoming mathematicians from all backgrounds and on actively promoting the participation, in its programs, of members from groups historically underrepresented in the mathematical sciences. Those include women, Native Americans, African Americans, Latinos/Hispanics, persons with disabilities and the LGBT community.

The MSRI Human Resources Advisory Committee (HRAC), established in 1993, was the first human resources committee established by a mathematics institute. Its charge is to aid the Institute's efforts to promote diversity in participation in MSRI's programs and in the mathematics profession generally. For example, the HRAC sponsored the first Conference for African American Researchers in the Mathematical Sciences (CAARMS), founded at MSRI in 1995; the biennial Blackwell-Tapia Conference, honoring the research of a mathematician who is deeply engaged in mentoring for diversity, founded jointly by MSRI and Cornell University; and the Modern Mathematics workshop, which takes place annually before the annual SACNAS meeting.

The MSRI Undergraduate Program (MSRI-UP), perhaps the nation's premier undergraduate research experience primarily for students from underrepresented groups, was founded by MSRI in 2006. In its first ten years, 169 students have participated at MSRI, with 85% of participants from underrepresented minority groups and 45% women. Of the 145 MSRI-UP alumni who have now completed their undergraduate degrees, 79% went on to graduate programs and 15 have already completed their PhDs.

It is MSRI's policy that each of its scientific programs should have a diverse group of participants, with special attention given to gender and ethnicity. To help the Scientific Advisory Committee (SAC) and the HRAC evaluate a program's progress in assuring diversity, an HRAC liaison is assigned to each

program to help identify qualified participants from underrepresented groups and to help publicize the program among diverse segments of the mathematical community.

MSRI collaborates with other NSF funded mathematics institutes to promote diversity by organizing workshops and conferences aimed at broadening participation. Information on these activities can be found on the NSF Mathematical Sciences Institutes site.

3. Royal Society

Diversity in science

Diversity is essential to delivering excellence in science, technology, engineering and mathematics (STEM). A diverse and inclusive scientific workforce draws from the widest range of backgrounds, perspectives and experiences thereby maximising innovation and creativity in science for the benefit of humanity.

The Society is committed to increasing diversity in STEM by seeking out participation from underrepresented groups, in order to build and develop a world in which studying and working in science are open to all.

4. AMS

We believe in the power of participation, diversity and inclusivity to inspire and connect mathematicians across cultural, international, and disciplinary boundaries.

Currently, the AMS is working with a consultant to guide and extend our work to promote a mathematics community that is diverse, respectful, accessible, and inclusive. Maintaining a community that celebrates members with various backgrounds and beliefs is critically important to the AMS. We believe that with increased attention to diversity, inclusion, and education, the AMS will be a leader in serving all parts of the mathematics community.

*Catherine A. Roberts,
AMS Executive Director and interim
Director for Diversity and Inclusion*

Statement on Equity, Diversity and Inclusion

(as adopted by the April 2019 Council)

The American Mathematical Society is committed to promoting and facilitating equity, diversity and inclusion throughout the mathematical sciences. For its own long-term prosperity as well as that of the public at large, our discipline must connect with and appropriately incorporate all sectors of society. We reaffirm the pledge in the AMS Mission Statement to "advance the status of the profession of mathematics, encouraging and facilitating full participation of all individuals," and urge all members to conduct their professional activities with this goal in mind.