

2022 ASM IDEAA Strategy



AMERICAN
SOCIETY FOR
MICROBIOLOGY

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2022 ASM IDEAA Strategy



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13. Annual IDEAA Report



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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. Enhance member understanding of the value of making the microbial sciences one of the most diverse, inclusive, equitable, accessible and accountable fields in STEM.
4. 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.
5. Promote, celebrate, and recognize contributions from scientists from historically underrepresented groups, thus increasing the inclusion of these groups in the microbial sciences.
6. Increase awareness, amongst members and the broader microbial sciences community, of IDEAA topics and principles.
7. 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 underrepresented groups (i.e., Black Microbiologists Association).
3. Plan and host IDEAA related sessions at annual meeting(s) (i.e., IDEAA Town Hall & LGBTQIA+ Networking session at Microbe 2022).
4. Include IDEAA activities on ASM communication outlets (i.e., ASM News, Leadership Update, ASM Connect, etc.).
5. Provide IDEAA-related skill building, through a DEI Institute that is led and facilitated by ASM’s Education Dept, to ASM members and the broader microbial sciences community in order to enhance competencies on IDEAA-related topics.
6. Develop a curated list/directory of scientists from historically underrepresented groups (HUGs) for the ASM website so members, students, early-career scientists, trainees, etc. have access to an updated directory of diverse scientists in the field.

2. Staff Focused Day of Understanding (DOU)



Project Objectives

1. Accountability and demonstrates 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. ASM Future Leaders Mentoring Fellowship



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 underrepresented groups.
3. Recruit, support and retain the next generation of microbiologists from historically underrepresented groups.
4. Mentor the next generation of future leaders.
5. Enhance access to the field through meaningful mentorship and training.

3. ASM Future Leaders Mentoring Fellowship



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 underrepresented 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. Raise awareness about the interaction of science, members, & IDEAA

Specific Action Items



1. Analyze results from 2021 pilot and identify areas for improvement.
2. Develop strategy to address areas for improvement as needed.
3. Develop and execute updated appointment and nomination policies.
4. Develop and propose recommendations to the ASM Board of Directors in order to expand the pilot across the organization.
5. Review and evaluate all appointment and nomination policies and practices across the ASM organization in order to enhance levels of inclusion, equity, accessibility, and accountability in all ASM departments and operations.
6. Expand ASMU to volunteer leadership so that leaders may participate in educational resources (i.e., trainings around IDEAA).
7. Develop more opportunities for early-career scientists and trainees to get involved in ASM leadership (i.e., mBio Junior Editorial Board).

5. Develop 2023 IDEAA Focused Member Perception Survey



Project Objectives

1. Collect quantitative and qualitative data on how ASM members perceive ASM's IDEAA efforts.
2. Determine progress by comparing 2023 responses to 2020 response.
3. Enhance data collection tools and survey platforms to ensure it is user-friendly.
4. Engage ASM members in the evaluation of ASM IDEAA efforts and activities.
5. Receive feedback and guidance, from ASM members, on how to better elevate IDEAA within the microbial sciences.

5. Develop 2023 IDEAA Focused Member Perception Survey

Specific Action Items



1. In Q4 of 2022, review 2020 survey questions and responses and develop questions and data values for the 2023 IDEAA focused member perception survey.
2. In Q4 of 2022, identify and hire an external DEI consultant to assist in the development, administration, and analysis of the survey.
3. In Q4 of 2022, develop campaign to raise awareness, within ASM membership, about the upcoming IDEAA focused survey launch in 2023.

6. Support & Train Postdoctoral From Historically Underrepresented Groups

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.



6. Support & Train Postdoctoral From Historically Underrepresented Groups



Specific Action Items

1. Education Director will lead efforts to support a program dedicated to training postdoctoral researchers from historically underrepresented groups.

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.

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 first piece/chapter by ASM Microbe 2022.
3. Promote and raise awareness of project during 2022 ASM Microbe.

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. Expand online anonymous reporting platform for ASM members, volunteers, stakeholders and staff to utilize as needed.
4. Enhance the visibility of the DEI webpage so that members of the community can easily access it.
5. 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. Develop Landscape Assessment



Project Objectives

1. Gather quantitative and qualitative data on the impact of systemic barriers and gaps within the microbial sciences field.
2. Characterize the existing systemic barriers/gaps and their impact on the microbial sciences field.
3. Identify ways to address and demolish the systemic barriers/gaps in the microbial sciences field.
4. Identify where the microbiology departments are located within all U.S. based institutions.

9. Develop Landscape Assessment



Specific Action Items

1. Identify where the microbiology departments are within the academic sector.
2. Develop plan and strategy of the assessment in Q4 of 2022.
3. Conduct research on where the microbiology departments are within institutions and facilitate coordination with department chairs.
4. Design a survey to assess the gaps and barriers that exist in the microbial sciences field. Include microbiology (and field-related) departments as well as governmental agencies (such as NIH, CDC, etc.) in the assessment.
5. Connect and collaborate with COMS Councilors for their direct communications and involvement with each of the COMS-communities.

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 execute robust communication strategy, targeted to ASM members and stakeholders, about accessibility offerings at ASM 2022 Microbe.
2. Develop and provide accessibility guidelines for all speakers/facilitators to use at ASM meetings.
3. Provide an accessible way for registrants to request accommodations at a meeting.

11. Establish ASM IDEAA Committee of the Board

Project Objectives



1. Inform ASM membership & stakeholders of the establishment of the IDEAA committee.
2. Raise awareness about ASM's IDEAA Committee, the committee's role and the committee's responsibilities.

11. Establish ASM IDEAA Committee of the Board

Specific Action Items



1. Host inaugural meeting of IDEAA committee members and interim members in Q1 of 2022.
2. Host meeting with IDEAA members and DEI-related subcommittees in Q1 of 2022.
3. 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. Host meetings with the IDEAA Committee, DEI-related subcommittees, and the IDEAA Staff on a consistent basis in order to enhance the partnership and collaborations across all DEI-related leadership bodies.
4. Develop and execute communication strategy and plan to promote and socialize the establishment of the committee and the newly selected members by Q1 of 2022.
5. Formally announce the IDEAA Committee members at the IDEAA Town Hall at ASM Microbe 2022.
6. IDEAA and Strategic Alliances staff collaborate around the development of funding and donation strategies for IDEAA efforts.
7. Develop and publish an overview of ASM's IDEAA implementation plan on online platforms (i.e., 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 2022.
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. Annual IDEAA Report



Project Objectives

1. Develop an efficient mechanism to track and evaluate ASM's IDEAA efforts across the organization on an annual basis.
2. Capture data to inform the strategic direction of the society on diversity, equity and inclusion (DEI) issues.

13. Annual IDEAA Report



Specific Action Items

1. Develop 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 2022.
2. Provide an annual high-level report to the BOD & ASM membership in Q1 of 2023.
3. Develop and execute strategy to address areas of growth identified in the report in Q2 of 2023.

9. 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.

9. 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. Develop and launch a data collection campaign around 2022 ASM Microbe.
3. Develop and launch a data collection campaign around 2022 membership renewal.
4. Assess and evaluate ASM's current data and values to determine areas of strength as well as areas to enhance.
5. Provide a disclosure of baseline data for ASM members at Microbe 2022.

Thank You!

Questions? Contact Us.

This document provides a high-level overview of ASM's 2022 IDEAA strategy. This strategy will 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 one of the initial versions of the strategy, however, we will upload new versions as the strategy 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.

