AMERICAN SOCIETY FOR MICROBIOLOGY

2024 IDEAA Snapshot: A Year of Impact

Inclusive Diversity with Equity, Access and Accountability

Priority Goal 1: Embrace and Promote Collaborative Models, Dismantling Exclusionary Models

27 guest-authored articles written in 2024 by experts across disciplines, states and countries.

Article content included discussions on the importance of community for women in STEM, improving accessibility for deaf and hard-of-hearing scientists, celebrating the contributions of women in microbiology and advancing inclusive data collection practices for LGBTQIA+ communities.

ASM **highlighted 6 individuals** through the Spotlight series in 2024 to amplify diverse voices in the microbial sciences.

Fostering diversity, inclusion and equity at ASM Microbe 2024.

25 IDEAA sessions to elevate and advance DEI in the microbial sciences. Some of these sessions included:

- IDEAA Town Hall
- Minority Mixer
- LGBTQIA+ Reception
- Women's Reception
- ASM Journals Q&A Session for Global Ambassadors and Young Leaders

Expanding ASM's Diversity, Equity and Inclusion (DEI) Collection.

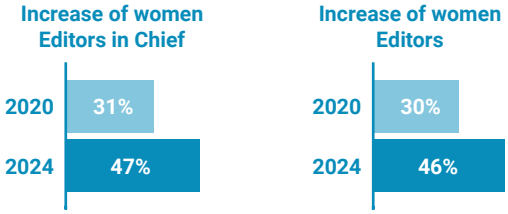
ASM Journals is proud to feature a DEI Collection, addressing topics related to inclusive diversity with equity, access and accountability across its wide range of journals. Topics range from fostering DEI in STEM education to neglected diseases affecting underrepresented populations.

~100 Articles added in 2024

~50 New articles

Increasing gender representation across ASM Journals Editorial Boards.

ASM Journals conducted open calls for editors, aiming to include experts across scientific disciplines while prioritizing gender and geographic diversity.



Expanding global opportunities to advance microbial sciences.

ASM's Global Outreach Program offers free membership and access to resources to scientists and students in low- and lower-middle-income countries. **Global Outreach Program membership expanded by 12% in 2024**.

ASM Ambassadors represent 114 countries and connect with ASM members worldwide. They respond to the needs of their local scientific communities, foster institutional relationships and facilitate partnerships. The Ambassador Appointments added in 2024 include:

+37 International Young Ambassadors

+30 Country Ambassadors

+17 U.S. Young Ambassadors

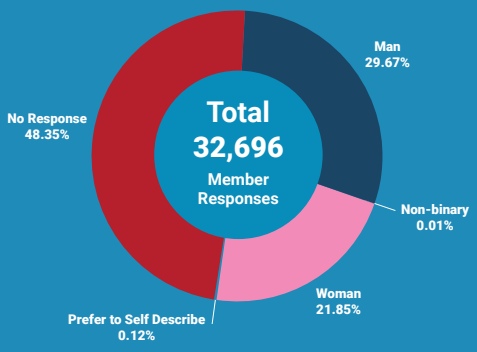
New countries: Aruba, Bahrain, Bolivia, Burkina, Congo, Dominica, Eritrea, Mongolia, Sint Maarten, Faso, Saint Vincent and the Grenadines.

Priority Goal 2: Develop and Enhance Data Quality

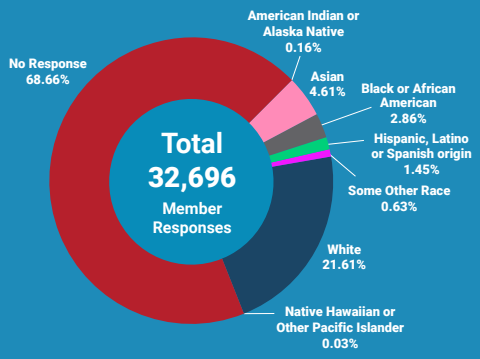
Building a fuller picture of ASM membership.

ASM is actively improving its membership data collection practices to hold itself accountable for achieving diversity and accessibility in the microbial sciences. In 2024, ASM revised its gender and race categories to make them more inclusive. Additionally, ASM is in the process of expanding its demographic categories to include ethnicity, disability status and type and veteran status to ensure inclusive diversity.

Member Responses with New Gender Values



Member Responses with New Race and Ethnicity Values



Priority Goal 3: Demolish Systemic Barriers

Translation efforts in Global Public Health Program materials.

Training materials and curricula, data collection tools and marketing materials were translated into Swahili, Portuguese, Spanish and French for virtual training programs conducted in Tanzania, Brazil, Mexico, Senegal and the Latin America Region.

Accessibility embedded into events and accommodations at ASM Microbe 2024:

- ASL services offered
- Gender-neutral restrooms
- Childcare services
- Lactation room
- Prayer/Meditation room

Lowering barriers of entry with travel awards.

ASM provides travel awards for various meetings and events to support historically excluded groups, individuals from low- and low-middle-income countries, students and early-career scientists.

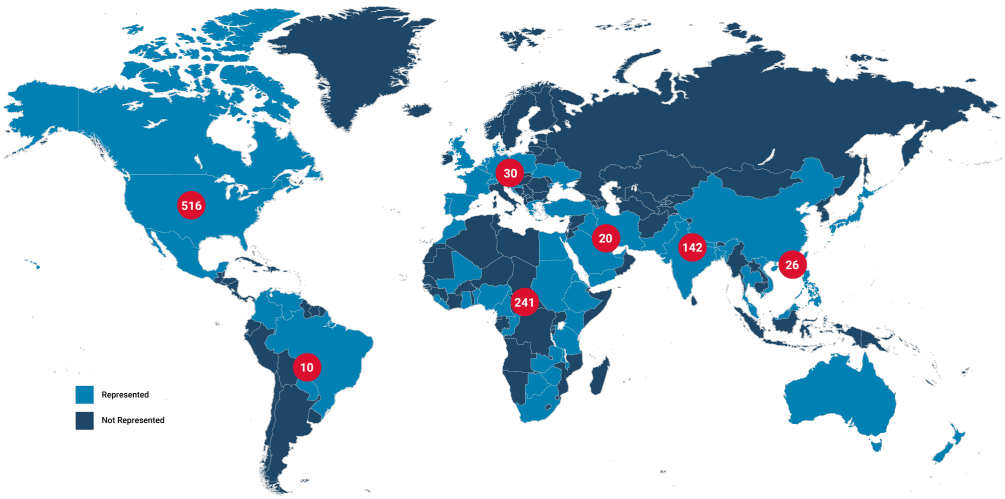
50+ **Travel awards promoted by ASM in 2024**

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

FLMF by the Numbers:

- **504** Fellows
- **481** Mentors
- **53** Countries Represented

FLMF Fellow and Mentor Locations



Growing ABRCMS to new record heights.

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

ABRCMS 2024 Attendance

6,825
Participants

13%
from 2023

The conference was held in Pittsburgh, PA, Nov. 13–16.

Providing professional development to promote faculty diversity.

The ASM MOSAIC (Maximizing Opportunities for Scientific and Academic Independent Careers) program supports postdoctoral scientists from diverse communities in the biomedical sciences, providing mentoring, networking and professional development to prepare them for tenure-track faculty careers.

In 2024, **16 ASM Student Chapters were added,** including:

1 Historically Black Colleges and Universities (HBCU)

6 International schools across Africa, India, Pakistan, Bangladesh and Sudan.

ASM engages students and trainees to promote community through its Student and Postdoctoral Chapters. These chapters host events, such as career panels and visits to microbiology companies.

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 for its commitment to diversity, equity and inclusion.

ASM's DEI-related subcommittees include the Subcommittee on the Status of Women in Microbiology (SSWIM), the Subcommittee on Minority Education (SME) and the Subcommittee on the Status of Historically Excluded Groups (SSHEG). These subcommittees lead many of the Society's programs and initiatives aimed at supporting women, students, trainees and educators from historically excluded groups. They publish articles, facilitate training sessions and provide resources for the public and for those working to make STEM more inclusive.

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1752 N St. NW, Washington, DC 20036 • 202-737-3600 • service@asmusa.org