



## SOCIETY POLICY

### DIVERSITY, EQUITY AND INCLUSION

#### I. PREFACE

- A. By-Law B5.2.11.1 states in part, "The Diversity, Equity, and Inclusion Strategy Committee, under the direction of the Board of Governors, shall provide insight and advice into promoting diversity, equity and inclusion within ASME and mechanical engineering."
- B. Society Policy P-4.1, Agreements of Cooperation and Affiliation between ASME and Other Organizations Based Outside the United States, states, "the agreement must ensure that all ASME members are treated alike, independent of their "protected classes" listed in Society Policy P-15.9 Section I.A" and "The agreement shall endorse the principle of unrestricted participation of citizens of all nations at international conferences. ASME may decline to participate in an international meeting if it considers any restrictions on the attendance of participants as too inhibiting."
- C. Society Policy P-4.3, Qualifications of ASME Elected Officers and Requirements of Office, states that selection of ASME officers is based on the candidates' qualifications and abilities.
- D. Society Policy P-4.4, Appointment of ASME Volunteer Personnel to Non-Elected Positions, states that recruitment, selection, nomination, and appointment decisions are based on the candidates' qualifications and abilities.
- E. Society Policy P-4.14, Society-wide Affiliations between ASME and Other Societies and Organizations, states "The affiliation document shall include the following provisions: All ASME members shall be treated alike, independent of their "protected classes" listed in Society Policy P-15.9 Section I.A."
- F. Society Policy P-4.16, Selection, Nomination and Appointment of Senior Vice Presidents, states that the selection of ASME Senior Vice Presidents is based on the candidates' qualifications and abilities.
- G. Society Policy P-12.1, Business Practices of Conferences and Events, states, "conducting, permitting, or participating in an exposition, or other similar activity, the Society shall require high ethical standards by those with whom it is associated, and shall not permit practices to be conducted that are inimical or contrary to the aims and objectives of the Society."

- H. Society Policy P-15.9, Policy Against Discrimination (Including Discriminatory Harassment) – Members, states that discrimination based on the “protected classes” shown in its Section I.A shall not be tolerated.
- I. ASME is committed to a diverse, equitable, and inclusive membership.
- J. The continued success and growth of ASME depends on a talented, well-motivated volunteer leadership drawn from diverse backgrounds.

## **II. PURPOSE**

- A. This policy is intended to establish a framework that reflects the Society’s commitment to a diverse, equitable, and inclusive membership as defined below.
- B. This policy is intended to direct ASME units to raise awareness and gain an understanding of diversity, equity, and inclusion as outlined in Section III.
- C. This policy is intended to direct ASME units to ensure that their decision making addresses diversity, equity, and inclusion as outlined in Section III.
- D. This policy is intended to direct ASME units to endeavor to provide equitable access to all of ASME’s resources, according to the definitions as outlined in Section III.

## **III. POLICY**

ASME is committed to making its leaders, members, stakeholders, suppliers and service providers aware of ASME Core Values on diversity, equity, and inclusion. This will be accomplished through training, written and verbal communications and explicit statements, as appropriate. ASME will endeavor to provide for equitable access in all its agreements, programs, and activities and to enter into contracts and agreements that are consistent with ASME’s goal of creating an inclusive environment for all members.

## **IV. PROCEDURE**

ASME shall dedicate time and resources to ensure the active participation as well as leadership opportunities of talented individuals from all segments of society. ASME-sponsored events and practices shall enable inclusion, equitable access, diversity of perspectives, innovation, and sustainable achievement. ASME units shall design product offerings and services with an understanding of the preferences and needs of its diverse members and customers. ASME suppliers and service providers shall be aware of and demonstrate respect for the ASME Core Values.

ASME shall encourage its Sectors and units to discuss policies that reflect and embrace diversity, equity, and inclusion.

ASME shall develop specific policies intended to increase equitable access during different types of events, programs, and activities that do not currently meet ASME's definition of equitable access.

## V. CORE VALUES

In performing its mission, ASME adheres to these Core Values. The ASME Core Values are intended to guide leadership and membership towards conscious behavior, and are important to upholding and maintaining the integrity of the profession as described in this Policy.

### **ASME Core Values:**

- Embrace integrity and ethical conduct
- Embrace diversity and respect the dignity and culture of all people
- Nurture and treasure the environment and our natural and man-made resources
- Facilitate the development, dissemination and application of engineering knowledge
- Promote the benefits of continuing education and of engineering education
- Respect and document engineering history while continually embracing change
- Promote the technical and societal contribution of engineers

## VI. ASME SUPPORTS THE FOLLOWING DEFINITIONS

- A. Diversity is “the ways in which we differ as individuals or organizations, and the commonalities and similarities that justify and motivate all people and entities to work collaboratively together in order to achieve mutually beneficial outcomes.” Diversity encompasses Diversity of Experience (including personal and professional experiences, family and lifestyle backgrounds, and socioeconomic backgrounds), Diversity of Thought (including work styles, personality types, and skill sets), and Diversity of Demographic Groups (including the “protected classes” listed in Society Policy P-15.9 Section I.A.) Diversity that is recognized, valued and most importantly, strategically managed within and without an organization can drive successful outcomes and business results.
- B. Equity is ensuring fair and impartial treatment, access, opportunity, and advancement for all people. Equity takes into account disparate needs, conditions, and abilities, with particular attention to historically underserved and underrepresented groups. Achieving equity requires the identification and elimination of barriers to full participation and the correction of imbalances that disadvantage some groups.
- C. Inclusion is creation of opportunities and the elimination of barriers to allow all people to participate in and contribute to ideation, planning, projects, programs, processes, teams, organizations, social activities, fun or any other meaningful opportunity, that helps achieve successful outcomes.
- D. Strategic Diversity is the effective deployment of strategies that leverage the strengths of all people and/or of an organization in order to operate successfully within a diverse marketplace or within a uniquely different society, institution, partnership or similar entity.

E. Managing Diversity is the ability to effectively inspire and enable all people to

- 1) align to a common vision
- 2) communicate effectively and assure understanding
- 3) know and accept what is of value to others
- 4) leverage the strengths of others and trust their commitment to deliver as agreed, and
- 5) appropriately recognize and celebrate successes often.

F. Equitable Access is defined as providing the same (or otherwise equitable) resources to all people, particularly those with diverse identities. These resources include physical facilities, methods of communication or communication channels, other institutional structures within ASME, and others. Equitable access specifically includes the following: reasonable accommodations for people with disabilities, respectful and dignified access to restrooms consistent with a person's gender identity, and consideration of the needs of non-English speakers when designing policies or events.

Responsibility: Diversity, Equity and Inclusion Strategy Committee

Reassigned from Centers Board of Directors/Center on Leadership and Diversity 6/2012

Reassigned from Council on Public Affairs/Board on Diversity and Outreach 6/12/05

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