

# REPORT OF THE COMMITTEE TO IMPROVE RACIAL DIVERSITY AND INCLUSIVITY

## ● BACKGROUND

- The Committee to Improve Racial Diversity and Inclusivity (CIRDI) was approved as an ad hoc committee in the fall of 2020. The charge for the committee was to propose and implement strategies and initiatives
  - to increase the representation and participation of racially diverse groups in the ASA
  - to build awareness of the value of DEI amongst the membership
  - to improve the sense of belonging of underrepresented minorities in the ASA
- We have pursued multiple initiatives to achieve these goals

## ● FUNDING FOR ATTENDING ASA VIRTUAL MEETINGS

- Funding was provided to cover registration for 15 underrepresented undergraduate and graduate students to attend the fall 2020 ASA virtual meeting
- Funding will cover registration for SURIEA participants to attend the Acoustics in Focus (AiF) meeting

# SUMMER UNDERGRADUATE RESEARCH & INTERNSHIP EXPERIENCE IN ACOUSTICS (SURIEA)

- A paid summer research and internship program for underrepresented undergraduate students has been created with financial support from
  - American Institute of Physics' (AIP) Diversity Action Fund,
  - ASA Foundation Fund
  - ASA Executive and Technical Councils
  - National Council of Acoustical Consultants
  - Threshold Consulting
- We selected 16 participants from over 170 applications and have mentors from industry and academia. Elements of the program include
  - 2 week short course in acoustics for participants
  - best practices workshop for mentoring underrepresented students
  - weekly virtual meetings for participants with SURIEA coordinators
  - funding to attend upcoming ASA meetings

## ● KEYNOTE SPEAKERS

- CIRDI recommends professionals from underrepresented groups for a keynote address at ASA meetings
  - Fall 2020 AVE: James & Ellington West  
Founded Sonavi Labs based on digital stethoscope  
Co-organized with College of Fellows and  
Taskforce B: Better Industry Engagement
  - Spring 2021 AiF



**Carol Espy-Wilson**  
University of Maryland  
CIRDI member  
June 8, 2021 4pm EDT



**Sylvester James Gates**  
Brown University,  
President of the  
American Physics  
Society  
June 9, 2021 4:30pm EDT

## ● REVIEW OF ASA BY DEI CONSULTANT

- Based on the recommendation of CIRDI, the ASA hired a DEI Consultant to review the society structure, operation, and meetings through the lens of DEI. The consultant submitted a list of recommendations that will increase the capacity of the ASA to broaden participation throughout the society. These recommendations have been submitted to the Executive Council and include
  - embed DEI throughout the society, including membership, governance, technical content, and awards
  - proactively identify, support, and promote bodies of research in acoustics that already engages DEI
  - make CIRDI a standing committee within the ASA

## ● THE FUTURE

- Increase the capacity of ASA to attract, prepare, and support persons from racially and ethnically diverse groups for success academically and professionally in acoustics and become contributing members of the ASA
  - Transition CIRDI to a standing committee
  - Increase the awareness of racially diverse groups of the academic and professional opportunities in acoustics and acoustics-related fields
  - Identify and support areas and leaders of scholarly work in acoustics that engages DEI
  - Expand online presence and content that will broaden awareness and participation in acoustics
  - make meetings more accessible to persons from underrepresented groups
  - Establish and/or strengthen relationships with undergraduate universities and programs that serve racially/ethnically diverse groups