

DRAFT
P-15.11
01/09/2009

SOCIETY POLICY DIVERSITY AND INCLUSION

I. PREFACE

- A. By-Law B5.3.2.3 states in part, "The Center for Leadership and Diversity, under the direction of the Centers Board of Directors, shall promote diversity and inclusion throughout the Society and is responsible for the Society's activities that relate to leadership development."
- 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 sex, race, national origin, citizenship, religious or political belief."
- C. 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 gender, ethnicity, national origin, citizenship, religious or political belief..."
- D. Society Policy P-12.1, Business Practices of Conferences and Events, states, "In 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."
- E. Society Policy P-15.9, Policy Against Discrimination (Including Discriminatory Harassment) – Members, states that "ASME prohibits discrimination on the basis of race, color, religion, sex, national origin, age, citizenship status, disability, covered veteran or military status, or any other characteristic protected by state or local equal employment opportunity laws with respect to any decision or recommendation made by a member concerning (a) the participation of another member in an ASME activity or (b) the hiring, performance evaluation or a work assignment of an ASME employee."
- F. ASME is committed to a diverse and inclusive membership.
- G. The continued success and growth of ASME depends on a talented, well-motivated volunteer leadership drawn from diverse backgrounds

- H. The Center for Leadership and Diversity promotes leadership, diversity and inclusion throughout ASME by advising governance and leadership on results, skills, strategies and tactics and by providing programs and leadership training. The Center focuses on attracting, developing and retaining new and existing members who will play key roles in enabling Society growth and organizational effectiveness, building stronger customer and market focus, and promoting public recognition of the Society and its members.

II. PURPOSE

- A. This policy is intended to establish a framework that reflects the Society's commitment to a diverse and inclusive membership.
- B. This policy is intended to direct ASME units to raise awareness and gain an understanding of diversity and inclusion.
- C. This policy is intended to direct ASME units to ensure that their decision making addresses diversity and inclusion.

III. POLICY

ASME is committed to making its leaders, members, stakeholders, suppliers and service providers aware of ASME Core Values on diversity and inclusion. This will be accomplished through training, written and verbal communications and explicit statements, as appropriate.

IV PROCEDURES

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 shall strive to obtain a leadership and membership that reflects the diversity of the populations ASME serves. ASME-sponsored events and practices shall enable inclusion, diversity of thought, 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 and inclusion.

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.”

It includes differences such as age, gender, ethnicity, physical appearance, thought styles, religion, nationality, socio-economic status, belief systems, sexual orientation and education. Diversity that is recognized, valued and most importantly, strategically managed within and without an organization can drive successful outcomes and business results.

- B. Inclusion is creation of opportunities and the elimination of barriers that 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.
- C. 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.
- D. 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.

Responsibility: Centers Board of Directors/Center on Leadership and
Diversity
Reassigned from Council on Public Affairs/Board on
Diversity and Outreach 6/12/05

Adopted: June 14, 1995

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