
PROPOSAL: SIAM ACTIVITY GROUP ON EQUITY, DIVERSITY, AND INCLUSION (SIAG/EDI)

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SIAG/EDI Justification

Focus Area.

The proposed SIAG/EDI will have two complementary focuses.

- (1) **Advocacy and support** for equity, diversity, and inclusion within the field of applied mathematics¹.
- (2) **Discussion and dissemination of best practices** for creating and sustaining equitable, diverse, and inclusive environments within the field of applied mathematics.

Advocacy and support include organizing activities that highlight the research and careers of underrepresented groups to the applied mathematics community, present-day and historical; interfacing with SIAM sections in developing countries and related organizations such as AWM, SACNAS, NAM, etc.; and organizing mentoring programs.

Discussion and dissemination of best practices includes developing and sharing resources that are useful in understanding the past and current barriers, in creating and sustaining diversity and inclusion in research groups, in fostering fair hiring practices, etc. These would be pragmatic tools for various career stages, including resources for preparing EDI statements that are now required for some academic job applications.

Target Community.

The proposed SIAG/EDI will build *a community of SIAM members with an active interest in the topics of equity, diversity, and inclusion.*

¹ The phrase “applied mathematics” is intended to be broadly interpreted to include the full range topics covered by SIAM, including industrial, science, and medical applications as well as cross-disciplinary intersections with computer science, statistics, engineering, life sciences, data sciences, financial mathematics, etc.

We envision an expansive community ranging from senior leaders seeking to find and share information regarding their efforts to actively foster equity, diversity, and inclusion within their institutions, to newly minted principal investigators seeking the same type of information in the context of building new research groups. From students just beginning their journey in the field and hoping to find a supportive environment for their career development to more senior persons hoping to provide such support.

In terms of attracting new members, there are two key constituencies.

- (1) Firstly, the existence of SIAG/EDI, if approved, will indicate the high value that SIAM places on equity, diversity, and inclusion in its own activities. This will attract many new members who see that SIAM is not only a resource for their technical development but also one whose values align with their own.
- (2) Secondly, the proposed SIAG/EDI will attract additional SIAM members from a more general audience of applied mathematicians because of its focus on career development issues that have become increasingly important in the field.

The second constituency is important and differentiated from SIAM's past activities. Although SIAM has excellent activities for historically marginalized groups such as the [Workshop Celebrating Diversity \(WCD\) and the AWM Workshop](#), these activities are not necessarily focused on providing resources that assist *the broader membership* in creating and sustaining equitable, diverse, and inclusive environments. As evidence of the growing importance of equity, diversity, and inclusion within the field of applied mathematics, many institutions now require a Diversity Statement as part of an employment application.

Overlap with Existing SIAGs.

Except for the SIAG on Applied Mathematics Education (SIAG/Education), all existing SIAGs are focused on mathematical research topics. The SIAG/Education seeks

“...to advance the development and practice of educational programs, courses, and resources in applied mathematics.”

The proposed SIAG/EDI charge will be analogous and seek

“...to advance the development and practice of equity, diversity, and inclusion within applied mathematics.”

In this way, the proposed SIAG/EDI is very complementary to the existing SIAGs. It is distinct from SIAG/Education because it is relevant to institutions outside the educational sphere, and the SIAG will want to attract members from industry and government labs as well as academia.

Activities.

The activities of the SIAG/EDI would be *integrated with existing SIAM conferences*. This would afford the broadest engagement with the overall applied mathematics community. We will plan activities at the SIAM Annual Meeting and other larger SIAM conferences. Examples of past activities that are similar to what we would like to sponsor are the [2017 SIAM Annual Meeting Hidden Figures Event](#) and the [CSE19 Panel on Strategies to Increase Diversity and Inclusion within Our Profession](#). In all activities, the focus will include *both* complementary objectives of the SIAG/EDI: (1) advocacy and support and (2) discussion and dissemination of best practices.

The specific activities that the SIAG would sponsor are as follows:

- (1) Annually **organize events**, such as minisymposia at SIAM meetings, online seminars, or special one- or two-day workshops immediately before or after regular SIAM meetings.
- (2) **Co-sponsor the Annual SIAM Workshop Celebrating Diversity**, in collaboration with its steering committee and an aim towards ensuring the other events of the SIAG/EDI are complementary.
- (3) At least once every seven years (per the frequency prescribed by SIAM), **Equity, Diversity, and Inclusion will be a theme at the SIAM Annual Meeting**, as is standard for all activity groups. The activity group will have representation on the organization committee and will sponsor a track that will feature at least six minisymposia.
- (4) Annually host a **yearly SIAG/EDI Business Meeting** at the SIAM Annual Meeting and/or as a virtual event.
- (5) Develop a **SIAG community website** (using the SIAM Engage platform) in support of the mission of the SIAG which can serve as a resource for the members.

Longer-term, we envision that the “other events” proposed will take a more structured and regular form, becoming a regular series of events that include workshops, lectures, etc. We also have interest in organizing a mentor program and creating SIAG/EDI prizes.

Enhancing SIAM Overall Goals.

SIAM’s commitment to EDI is reflected in SIAM’s policies and guidelines. The [SIAM Statement on Equity, Diversity, and Inclusion](#) says

“We expect all members of SIAM and participants in SIAM activities to work towards this commitment to equity, diversity, and inclusion.”

The [SIAM Code of Conduct](#) asks members to

“...act to support SIAM’s commitment to promoting diversity, equity, and inclusion.”

The proposed SIAG/EDI would help SIAM to fulfill these goals more completely. As one more subtle aspect, consider the role of SIAGs in developing higher engagement for members and developing future leaders for SIAM. For persons committed to the ideals of equity, diversity, and inclusion, the proposed SIAG/EDI would provide an on-ramp for higher engagement with the society and leadership development.

Proposed Officers.

The following persons have agreed to serve as the initial officers for the proposed SIAG/EDI.

Chair: Tammy Kolda (MathSci.ai)

Vice Chair: Juan Restrepo (Oak Ridge National Lab)

Program Director: Suzanne Sindi (University of California, Merced)

Secretary: Carola-Bibiane Schönlieb (Cambridge)

SIAG on Equity, Diversity, and Inclusion (SIAG/EDI) Rules of Procedure

These RULES OF PROCEDURE (hereinafter called "RULES") apply to the SIAM Activity Group on Equity, Diversity, and Inclusion. The SIAM Activity Group (hereinafter called "SIAG") to which these RULES apply is formed under the aegis of the Society for Industrial and Applied Mathematics (hereinafter called "SIAM") and shall operate according to the bylaws of SIAM. The SIAG shall not affiliate with any other organization without first obtaining the written approvals of the SIAM president and the chairman of the SIAM board. No provisions of these RULES shall be construed to contradict the bylaws of SIAM.

Article I: Purpose

It is the purpose of the SIAM Activity Group on Equity, Diversity, and Inclusion to (1) advocate and support equity, diversity, and inclusion within the field of applied mathematics, and (2) discuss and disseminate best practices for creating and sustaining equitable, diverse, and inclusive environments within the field of applied mathematics. Within the framework of SIAM, the SIAG will conduct activities that implement its purposes.

Article II: Activities

The SIAG on Equity, Diversity, and Inclusion will organize activities based on the two complementary objectives of the SIAG/EDI: (1) advocacy and support and (2) discussion and dissemination of best practices. The SIAG is expected to

- (1) Annually **organize events**, such as minisymposia at SIAM meetings, online seminars, or special one- or two-day workshops immediately before or after regular SIAM meetings.
- (2) **Co-sponsor the Annual SIAM Workshop Celebrating Diversity**, in collaboration with its steering committee and an aim towards ensuring the other events of the SIAG/EDI are complementary.
- (3) At least once every seven years, **organize a track at the SIAM Annual Meeting** in the theme of Equity, Diversity, and Inclusion. The track will feature at least six minisymposia.
- (4) Annually host a **yearly SIAG/EDI Business Meeting** at the SIAM Annual Meeting and/or as a virtual event.
- (5) Develop a **SIAG community website** in support of the mission of the SIAG which can serve as a resource for the members.

All activities will be planned with the understanding that these activities require up to 16 months of advance approvals as determined by the SIAM VP for Programs.

Article III: Membership

Membership in the SIAG shall be open to any SIAM member, but to no others.

Article IV: Officers

Section 1. There shall be a chairperson, vice-chairperson, secretary, and program director, all of whom shall be regular members in good standing of the SIAG. The SIAG shall hold an election to fill those offices every two years, beginning in the second year of operation. All dues-paying SIAM members who are members of the Activity Group are eligible to vote in SIAG elections.

Elections will follow standard SIAM Activity Group practices. In particular, at least two candidates must be nominated for each office and the nomination process must provide the opportunity for any modest-sized group of SIAG members to nominate candidates.

On the initial formation of the SIAG, the SIAM President shall appoint a slate of officers with the approval of the SIAM Council.

Section 2. The SIAG chairperson shall preside at the meetings of the SIAG, coordinate the annual report to the SIAM Council, and represent the SIAG at meetings of the SIAM chairs. In the absence of the chairperson, the line of succession is the vice-chairperson, secretary, and program director.

Section 3. The secretary of the SIAG shall keep a record of the affairs of the SIAG, handle correspondence, and submit the reports of SIAG activities required in ARTICLE VI.

The secretary is responsible for ensuring that the information about the SIAG on the SIAM website is correct.

Section 4. The program director will have responsibility for SIAG programs, including participation in the SIAM Annual Meeting. The program director will coordinate these activities with the chairperson who

has overall responsibility for the direction of the SIAG. The program director will serve as the workshop organizer or delegate such responsibilities to an individual approved by the chair and other officers.

Article V: Prizes and Awards

The SIAG shall not present awards or prizes that recognize scientific achievement, professional service, or the like without prior approval by the SIAM Major Awards Committee, the SIAM Council, and the SIAM Board of Trustees. Petitions to establish prizes or awards must follow standard SIAM procedures.

Article VI: Reporting

Each SIAG must submit a short yearly report on its activities (by email to the VP at Large at least two months before the SIAM annual meeting).

Article VII: Period of Operation and Renewal

Each period of activity of the SIAG will be two years. Each period of activity must be renewed by the Council and Board. The SIAG shall apply to the Council and Board for renewal seven months prior to the end of each two-year period of activity. The application for renewal shall describe how the SIAG will continue to complement SIAM activities and describe its support of the functions indicated in its RULES. The renewal application shall be based on the SIAM Board and Council Guidelines for the Renewal and Termination of Activity Groups. The activities of the SIAG shall not be continued to a new two-year period of activity without Council and Board approval.

Article VIII: Termination

In the event that the activity level of the SIAG is below expectations in any two-year period herein designated, the SIAG shall be considered terminated at the end of that two-year period and any continuation of the SIAG's activities will be contingent on the establishment of a new SIAG according to the practices established for the initiation of a SIAG. Principles for the termination of SIAGs may be found in the SIAM Board and Council Guidelines for the Renewal and Termination of Activity Groups.

Article IX: Publications

With the approval of the appropriate managing editor, the SIAG may have articles and news columns in SIAM News and on special occasions, a portion of a SIAM journal may be devoted to topics suggested, organized, and/or prepared by the SIAG. No separate SIAG publications are permitted without the specific written approval of the publications committee.

Article X: Fees

A yearly membership fee may be assessed each member of the SIAG at the time of payment of annual SIAM dues. This fee shall be established by the SIAM Board of Trustees.

Monies shall be collected and accounted for by SIAM. Such monies shall not be used for purposes other than support of the activities of the SIAG from which they were collected, except that such monies may be assessed on a per-member basis for costs incurred by SIAM in providing services to the members of the SIAG.

Article XI: Contracts

No officer or member of the SIAG may apply for a grant to support SIAG activities or enter any contract to support such activities or to provide services without specific approval in writing by the president and either the treasurer of SIAM or the executive director acting on behalf of the treasurer.

No SIAG or any officer or representative thereof shall have any authority to contract debts for, pledge the credit of, or in any way bind SIAM.

Article XII: Funds for Support

Requests for funds to support SIAG activities may be made in writing to the treasurer of SIAM. A loan or grant to the SIAG in the amount of \$200 or less can be made by the treasurer. Only one such loan or grant may be made to the SIAG during any fiscal year. Other loans or financial grants to the SIAG shall be approved by the board.

All requests for funds shall be substantiated by a proposed budget for expenditures.

All distributions of said funds shall be in the form of disbursements from SIAM, which disbursements shall be made on receipt of substantiating vouchers.

Article XIII: Changes

Changes to these RULES may be made at any time by the SIAM Council and SIAM Board of Trustees on the recommendation of the SIAM President. Changes to these RULES may be made by the SIAG with the approval of the Council and the Board.

Amendments

Approved by the SIAM Council and the SIAM Board of Trustees in December 2022.

Petitioners

As of May 14th (SIAM's deadline for submission), we have collected signatures from 245 persons in support of this proposal. Specially, all signatories have pledged to join SIAG/EDI, including non-members who have pledged to join SIAM and SIAG/EDI.

Membership Status	Count
Member (Non-student)	205
Non-member	23
Member (Student)	13
Not sure	4
Grand Total	245

Full petitioner information has been provided to SIAM.

We include below comments that the signatories have agreed to share publicly.

Public Comments

SIAM should play a leadership role in advancing EDI within our profession. I fully support the idea of a SIAG to acknowledge that there is serious work to be done, and to serve as a focal point for these efforts. Similar to the Education SIAG, it can help organize events, gather resources, and advance the development of best practices.

I believe that a SIAG for EDI will be an excellent mechanism to promote equity, diversity, and inclusion in the mathematical sciences community served by SIAM.

This is a great idea and helps push SIAM and applied math in general in the right direction.

I am delighted to support this proposed activity group. I believe I personally would learn an enormous amount from networking with peers about creating and sustaining equitable, diverse, and inclusive environments within the field of applied mathematics. I also believe that SIAM strives to be a "big tent" professional organization, and this proposed activity group is well-aligned with the aims of the community.

Great idea to begin a SIAM Activity Group on EDI. It is an opportunity for SIAM to redouble its efforts to make our profession more inclusive, equitable, and diverse. We know from experience that a SIAG can be a wonderful tool for strengthening a community of interest within applied mathematics. I am looking forward to SIAG/EDI doing exactly that.

I strongly support further EDI efforts and focus within SIAM to strengthen our discipline.

Do More Math! A goal of the effort is to strongly support and advocate for the future of the Mathematical Sciences. The key philosophical point of view is that Mathematics will be Applied and broadening participation will help Transform the Future.

What a splendid proposal, to institutionalize SIAM's commitment to inclusivity with a dedicated SIAG. I applaud the organizers and am honored to be asked to add my name in support.

The SIAM EDI VP and Committee have already made a difference in a short time. An EDI SIAG that all SIAM members are welcome to join will attract additional people who would like to organize or participate in EDI-related programming. And having SIAM provide institutional support for regular EDI SIAG activities will help sustain activities that have previously been organized ad hoc.

What an excellent proposal! I very much look forward to learning how we can more effectively move our community in a positive direction, and even more so to participating in changes to make it happen.

I am glad that SIAM is taking up efforts to improve diversity and climate in the applied math field. A SIAG on Equity, Diversity, and Inclusion will further influence members of the community to prioritize the creation and preservation of an equitable and inclusive culture in our field. I fully support these efforts.

Great idea!

It is critical that this issue be addressed at all levels. This needs to be an effort measured in years and the organization should be prepared to invest in this area in terms of time and money. I strongly support this effort, and would be more than happy to contribute time and energy to help.

To encourage all SIAM and SIAG members to join, there should not be a fee for the new SIAG, at least for the first few years. This will indicate that DEI should be part of all SIAGS.

I strongly support this proposal.

A great way to focus effort in this critical arena.

Promoting EDI is essential to SIAM's core mission because the future of applied math depends on participation from all groups and communities.

I support a community effort towards engagement of our many members who want to open our field to all.

EDI issues are particularly felt in Computer Science and I am interested in innovative ways to increase participation of underrepresented groups that address the specific challenges in our field.

I commend the SIAG EDI group for their leadership on this initiative. I strongly believe that our SIAM community will benefit tremendously from having an established working group advancing the EDI goals stated in the proposal. In addition, I believe is fundamental to lower the barriers that many underrepresented communities often face to enter our scientific fields, as well as to encourage, foster

and support opportunities for them to have an equal role as key creators and contributors in advancing them.

Both science and US national security are improved with increased diversity in the workforce.

thank you for pushing this forward! Improve for Latin America

I hope that the creation of this SIAM activity group will help place increased pressure on the applied math community to more seriously consider how best to support members from marginalized communities. Creating a more welcoming and equitable community is critical for the long-term success of the discipline.

It's about time. This is highly necessary!

Best wishes for a successful outcome. You have my full support

So happy to hear of this effort! It will be great to have a forum to share and learn from each other.

I strongly support this proposal!

I strongly support these efforts, and I hope they go beyond having brief meetings during annual meetings and conferences. I think we sorely need to discuss not only how to continue to attract a diverse group of individuals, but how to retain, nurture and support a diverse group of people; to challenge ourselves and challenge our notions of merit and excellence, and take this back to our institutions and departments.

I strongly support this proposal!

I support this proposal.

I find this initiative absolutely welcome

A haiku for the new SIAG:

For progress we need
D-E-I is critical.
SI-AM should lead.

I am very supportive of this proposal. SIAM should do everything possible to foster more equity, diversity and inclusion in the mathematical sciences.

This serves a much-needed role in SIAM, encouraging deliberate steps toward improved accountability and visibility.

This is a great idea.

Equity, Diversity and Inclusion are critical to the health of the mathematical sciences profession. The formation of this new activity group will help all SIAM members. This is an excellent next step in SIAM's commitment to improving the long-standing problem of underrepresentation in the applied math community.

I think such a group is a necessary step for SIAM to work explicitly towards the goals of equity, diversity and inclusion.

This committee will further solidify SIAM's leadership role in supporting DEI in the mathematics community.

Supporting and advocating for diversity, equity and inclusion in our lives and in our profession need to become part of what we are, to protect what has been achieved so far and keep making progress!