

SIAM Activity Group on Equity, Diversity, and Inclusion

Charter Renewal Application

This CHARTER RENEWAL APPLICATION applies to the SIAM Activity Group on Equity, Diversity, and Inclusion. The SIAM Activity Group (or SIAG) to which this renewal applies was originally formed under the aegis of SIAM and approved by the SIAM Council and the SIAM Board of Trustees with its initial operating period beginning December 2022 and ending December 31, 2025. Its charter is eligible for renewal for the first time this year.

This SIAG has 238 members, including 66 student members, as of December 31, 2024.

According to its Rules of Procedure, the objectives of the SIAG are 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. The SIAG will organize events, sponsor minisymposia at the SIAM Annual Meeting, and maintain an electronic discussion group.

Its planned activities are stated as:

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.

The SIAG has complemented SIAM's activities and supported its proposed functions. The answers to the questions below indicate how this was accomplished and what the officers propose as the future directions for the SIAG.

List all current officers of the activity group

Chair: Tamara G. Kolda

Vice Chair: Juan Mario Restrepo

Program Director: Suzanne Sindi

Secretary: Carola Schoenlieb

1. How is the field covered by the activity group doing? Is it growing, is the focus shifting? What have been the significant advances over the last two years?

The current government in the U.S. is presenting numerous challenges to academic and scientific enterprises. Among its most zealous quests is the elimination of any mentions of equity, diversity, or inclusion.

Nevertheless, the ideals of equity, diversity, and inclusion are in line with the stated goals of SIAM and, we think, important to the broader success of applied mathematics as an enterprise. SIAG-EDI invites the participation of all SIAM members to consider how to apply EDI principles in ways that are tailored to our community and craft and in ways that benefit our members and field. SIAG-EDI also provides a forum for the understanding of opportunities and challenges of realizing these principles. We have posted an FAQ that explains the positions that guide our group. We include a copy as an appendix to this report.

2. How is the activity group doing? Is it remaining vibrant? Is the size of the SIAG stable or increasing? How is the SIAG keeping up with the changes in the field? How are the broader interests of SIAM reflected in the activities of the SIAG?

Despite the anti-DEI sentiment in the U.S., the group's launch has been going well. We have over 200 members, which is in line with the number that pledged to join. The majority (72%) of the SIAG members are non-students. As it is critical for leaders to be involved in creating inclusive environments, we are happy that so many of our members are at or nearing the leadership stages of their careers.

The anti-DEI wave in the U.S. has presented some challenges to SIAG-EDI. For instance, a member-organized minisymposium at the 2025 SIAM Conference on Computational Science & Engineering (CSE25) was cancelled because the organizers and speakers were not allowed to be involved in anything that mentioned diversity. Additionally, the SIAG-EDI track at the 2025 SIAM Annual Meeting (AN25) was removed from the conference homepage because some people expressed concern about receiving approval for attendance if the words "equity," "diversity," or "inclusion" were listed anywhere on the main page.

Nevertheless, we have made good progress in establishing the SIAG. One of our major goals was to help to connect disparate EDI efforts in the SIAM ecosystem. The track at AN25 is an example of what we have accomplished. We have helped to deconflict the Association for Women in Mathematics (AWM) and Workshop Celebrating Diversity (WCD) schedules, and both have agreed to be part of the SIAG-EDI track at the meeting (now and in the future). Spectra has also agreed that its reception will be part of the SIAG-EDI track. Additionally, we organized the session for the SIAM "Change Agents" minisymposium at the behest of SIAM. On top of the AWM, WCD, and Change Agents sessions, we are sponsoring 7 additional minisymposia. One event we are particularly proud of is a panel along with the screening of the film "Journeys of Black Mathematicians: Creating Pathways." This was organized in conjunction with the Equity, Diversity, Inclusiveness and Membership Committee (EDIM) of CAIMS, and they are sponsoring two of the panelists who are from Canada. We will have our first in-person business meeting at AN25, and this will mark the very first time our members have had a chance to meet one another in person. We have also organized a special Mathematical Storytelling event in the evening.

In addition to being aligned with SIAM's goals in terms of diversity, equity, and inclusion, we hope to also provide a leadership development pipeline for roles in SIAM such as the VP for EDI

and chair of the DAC. During our first few years, we have established that our Vice President is an ex officio member of the DAC, and our Program Chair is an ex officio member of the WCD organizing committee.

As many EDI efforts throughout the country are being dismantled, we also hope to provide a forum for information exchange and support for members who are interested in these topics. We will continue to work with any activity group that wants us to co-sponsor an event in their meetings. We will also continue to have member-organized events at various meetings, especially the SIAM Annual Meetings.

3. Please list conferences/workshops the activity group has sponsored or co-sponsored over the past three years and give a brief (one sentence or phrase) indication of the success or problems with each.
 - **SIAM Conference on Mathematics of Data Science (MDS24), Atlanta, GA, October 25, 2024:** SIAG-EDI sponsored minisymposium on Mathematical and Statistical Methods for Promoting Fairness and Equity in Algorithmic Decision-Making – *This was a technical session in an area not normally discussed at MDS. The audience’s engagement was great. The main challenge was that this conference conflicted with INFORMS, and several of our speakers had to rush back from that conference to speak at our session.*
 - **SIAM 2024 Conference on Parallel Processing (PP24), Baltimore, MD, March 6, 2024:** Breaking Barriers: The Career Odysseys of Diverse Women in Computing (plenary panel) – *We were asked by the organizers of PP24 and the Meshing Roundtable 2024 to co-sponsor a diversity-focused event. We worked with representatives from the 2 joint meetings to put together a plenary panel on the topic of women in computing. It was well attended, and we received feedback that attendees were astounded by the challenges that the speakers had faced and overcome. The main challenge was that there are very few women that regularly attend this meeting, so we did not have a lot of options for panelists. Thankfully, we were able to identify several phenomenal women to share their stories.*
4. Please indicate the number of minisymposia directly organized by the activity group at the last two SIAM annual meetings. When did the SIAG last organize a track at an annual meeting or meet jointly with the SIAM Annual Meeting?

**Because of the number of Activity Groups, the current guidelines are that an Activity Group should organize a track about every seven (7) Annual Meetings or meet jointly with the Annual Meeting within a seven (7) meeting period. **

- **SIAM Annual Meeting 2025 (AN25):** The Third Joint SIAM/CAIMS Annual Meeting marks the first ever track of SIAG-EDI. The SIAG Chair (Tammy Kolda), Program Director (Suzanne Sindi) and Secretary (Carola-Bibiane Schönlieb) will be attending and look forward to talking with members. SIAG-EDI relevant events are listed here <https://edi.siag.siam.org/2025-07-AN25-Events.html>. The AWM Workshop, WCD Workshop, and Spectra events are all sponsored by SIAG-EDI but have their own organization. We want to highlight that we took the initiative to ensure that the SIAG-EDI movie screening of *Journeys of Black Mathematicians: Creating Pathways* was organized in conjunction with CAIMS (the Canadian co-sponsor of the meeting).

- **AWM Workshop:**
 - Jessica Zhang’s AWM-SIAM Kovalevsky Lecture
 - 3 (including 1 panel) minisymposia
 - 1 poster session
 - Luncheon
- **WCD Workshop:**
 - 3 minisymposia
 - Luncheon
- **Spectra:**
 - Reception
- **SIAG-EDI:**
 - Marie-Francoise Roy’s IP on “Women in Mathematics Around the World: Strategies for Gender Equality” will explore the global evolution of efforts to address the gender gap in mathematics, highlighting recent interdisciplinary initiatives, international collaborations, and advocacy through cultural and qualitative approaches. It will focus on comparative insights from the Gender Gap in Science project, the global success of the May 12 initiative, and the role of exhibitions, interviews, and films in deepening our understanding of persistent obstacles and strategies for achieving gender equality. Marie-Francoise is a major figure on EDI matters for women in mathematics on an international level. She is a founding member of the European Women in Mathematics Association (and former convenor of the same), has been chairing the Committee for Women in Mathematics of the IMU, and is the leading figure behind the Gender Gap in Science Project. Having her speak at the SIAM annual meeting is a great success and promises to be inspirational for SIAM members.
 - The **SIAG-EDI Storytelling Event**, “*Every Trajectory Unique*”, creates an intimate space for applied mathematicians to share personal narratives that reveal the experiences, identities, and paths that shape our community. Too often, professional spaces highlight technical achievements while leaving little room for the human stories behind them. This event shifts the focus to the mathematicians themselves, fostering connection, empathy, and a stronger sense of belonging. Organized by Padi Fuster Aguilera, Anna Nelson, and Suzanne Sindi, and taking inspiration from other similar events held at the JMM, it supports a more inclusive mathematical culture. Speakers will share 7-minute stories, with opportunities for audience participation.
 - 7 (including 2 panels and 1 movie screening + panel) minisymposia
 - Business Meeting

5. Please indicate other activities sponsored by the activity group, to include newsletters, prizes and web sites. Have each of these been active and successful?

- **Web presence:** In addition to SIAM-Engage, we sustain a SIAG website to keep our members up to date at <https://edi.siag.siam.org/index.html>. Also, our activities at the SIAM annual meetings AN24 and AN25 are documented at <https://edi.siag.siam.org/2024-07-AN24-Events.html> and

<https://edi.siag.siam.org/2025-07-AN25-Events.html>, respectively. We also have a [LinkedIn Group](#) with 79 members.

- **Communication with SIAG members:** We moderate a Group Mailing List (via SIAM Engage) <https://edi.siag.siam.org/engage.html>. In addition members can email us directly and connect to us via LinkedIn.
- **SIAG-EDI Reading Group (online), August – November 2024:** We held an [online reading group](#) on the book *Mathematics for Human Flourishing* by Francis Su. There were approximately eight people participating in each meeting and more than a dozen people overall. Each week, a different person led the discussion of the book. Everyone was very engaged and asked to have more such activities in the future.
- **SIAG-EDI Business Meeting (online), July 29, 2024:** The first business meeting of the SIAG/EDI, held on the 29th of July 2024, was attended by over 20 members, including leading voices in EDI across the SIAM community. The meeting was chaired by Tammy Kolda, who introduced the SIAG/EDI officers, outlined the agenda, and initiated a series of networking breakouts to facilitate discussions around EDI-related initiatives. In a brainstorming with members potential future SIAG actions were discussed, including the acquisition of funding for EDI meetups and open access journals, the organization of plenary EDI sessions at SIAM conferences, and the development of a mentoring program within SIAG/EDI.
- **SIAG-EDI Reading Group (online), February – April 2024:** Reading group on the book *Asked and Answered: Dialogues on Advocating for Students of Color in Mathematics* by Pamela Harris and Aris Winger. This was a group of about 6 people, with 2-3 attending each week.

6. What activities are planned and proposed for the next period of the charter? Please describe scheduled and suggested future activities in detail.

- **Reading groups and other online events** – 1-2 online reading groups will be organized each year, following the success of the reading group on *Mathematics for Human Flourishing* by Francis Su. We will also look for opportunities for other online events.
- **SIAM Annual Meeting (AN26)** – We will coordinate the AWM and WCD workshops and organize several other events. We will hold our 2026 annual business meeting here.
- **SIAM Computational Science and Engineering (CSE27)** – We plan to organize sessions at this meeting. We presume that the AWM Workshop and WCD will be held with this meeting since 2027 is an ICIAM year.
- **2027 Annual Business Meeting (online)** – We will hold our business meeting online since this is an ICIAM year and there will be no annual meeting.
- **More conference events** – We also hope to organize sessions at other conferences as well, such as the next SIAM Mathematics of Data Science (MDS26), but this is not yet listed on SIAM's conference calendar.
- **Mentoring:** We aim to expand mentoring activities within our community, building on successful initiatives such as the mentoring lunches at the SIAM Conference on Dynamical Systems, and exploring opportunities to offer similar formats at other SIAM conferences and events.

- **Continue to develop online resources** – We plan to continue to develop online resources such as our website.

7. How can SIAM help the activity group achieve its goals?

Thinking broadly about our field and the importance of EDI, we worry about the ways in which the current administration in the U.S. has coopted and severely distorted its meaning and principles. These and other threats are existential for the field of applied mathematics, meriting a vigorous response. It saddens us that not only has reference to our group been removed from the front pages of the AN25 meeting, but so has SIAM's statement on Equity, Diversity, and Inclusion that is usually included on the main page for each meeting (see, for example, [AN24's homepage](#)). This statement includes instructions on anonymously reporting harassment at meetings. It is not clear to use where participants can find that information now.

Pragmatically, we would appreciate SIAM's assistance in creating opportunities for our group to meet in person. The other activity groups have conferences that play a major role in establishing connections between their members. We have no intention of having a conference and instead prefer to integrate our activities into SIAM's regular meetings. However, a consequence of this integration is that we don't have any way for our members to meet. We would like to request support for an annual member event at SIAM Annual (or an equivalent meeting in ICIAM years). This would be the equivalent of the welcome reception at a SIAG conference. Especially in a time when there is little government funding available for EDI-related events, we would like to explore with SIAM ways that we can help to build our membership engagement.

8. How can the activity group help SIAM in its general role of promoting applied mathematics and computational science?

The aim of SIAG-EDI is to address underrepresentation within the field, ensuring that everyone with mathematical career interests can see and find a place for themselves. We hope that in doing this, our members will promote interest in our field that extends beyond the groups that are traditionally represented. We stress that it's not a zero-sum gain: we can encompass more people in the field and be better off.

This SIAG requests that the SIAM Council and Board of Trustees renew its charter for a two-year operating period beginning January 1, 2026.

Signed,



Tamara G. Kolda, SIAG/EDI Chair
June 6, 2025

APPENDIX: SIAG-EDI Frequently Asked Questions (FAQ)

We include here a copy of our FAQ from <https://edi.siag.siam.org/SIAG-EDI-FAQ.html>.

What is SIAG/EDI?

As a **Society for Industrial and Applied Mathematics (SIAM)** activity group, we provide a forum for members interested in exploring equity, diversity, and inclusion (EDI) within the context of applied mathematics, computational science, and cross-disciplinary applications. A SIAM Activity Group (SIAG) is a grass-roots group that enables members to connect, collaborate, and share knowledge.

Does SIAG-EDI have a conference?

Most SIAGs have regular conferences, but ours does not. Instead, we **host events at other SIAM meetings and online activities**. Members are also connected via the [SIAM Engage platform](#), enabling communications on topics, events, and activities of potential interest to the group.

What are the goals of SIAG/EDI?

Our broad goals are **learning** about EDI and **celebrating and supporting** underrepresented groups. The [Rules of Procedure](#) provide the detailed goals and governing principles for our group.

What does EDI Mean?

In the context of the SIAG, "**EDI**" is interpreted in the broadest sense, without political intonation.

What does equity mean?

Equity involves looking at the outcomes of a process (such as earning a degree in mathematics or being invited to speak at a meeting or serve as a journal editor) and **seeing if the outcomes are uneven**. It is a measuring stick, but not an objective. For instance, we know that there is gender inequity in SIAM because less than 25% of its membership is female as compared to half the population. This does not necessarily imply that SIAM is at fault, but it does indicate that something in the process may impact the representation of women. The harder work is identifying and addressing the causes of inequity.

What does diversity mean?

Diversity involves **engaging with multiple perspectives**. Ensuring diversity with respect to underrepresented groups is a cornerstone of the SIAG-EDI mission, but the goals of diversity are much broader and important to SIAG-EDI. For instance, SIAM has long required that its conferences feature speakers from outside academia, in keeping with the theme of industrial mathematics in its name. Additionally, SIAM has insisted that its conference speakers are geographically dispersed, reflecting SIAM's international membership. Diversity can mean perspectives from more senior and more junior persons in a field. Diversity can mean inputs from other subfields of applied mathematics. Broadly

speaking, creating diversity means going outside the usual cast of players. This can be challenging for many reasons, especially figuring out in which directions to extend!

What does inclusion mean?

Inclusion means finding ways for individuals, with all their unique characteristics, to feel that **participation in a community is welcome and valued**. A community may mean a Ph.D. program, a research project team, attendees at a conference, or a professional society like SIAM. Part of fostering inclusion involves becoming aware of and addressing those actions which may inadvertently prevent full participation.

Who are underrepresented groups?

In the realm of applied mathematics (which we define very broadly to be inclusive of all fields represented by SIAM), several groups are **statistically underrepresented** in the United States. These include, but are not limited to, Black (African American/African Diaspora), Latino (Hispanic), Indigenous (American Indians), and Women. It is crucial to acknowledge that these groups are specific to the U.S. and the degree of representation can fluctuate across different global regions.

Beyond these specially identified U.S.-centric groups, there are many groups for whom we may not have specific data in applied mathematics but who are underrepresented in terms of having a voice in the field or facing bias and discrimination. We include underserved populations in this broad definition. A *non-exhaustive* list of groups that are underrepresented (or underserved) includes lesbian, gay, bisexual, queer, and transgender (LGBTQ+); first-generation college students; persecuted religious groups; persons with severe vision, hearing, or mobility challenges; and neurodivergent individuals. This definition is open-ended and contextual. It can vary by country, and it can vary depending on the subfield.

The aim of SIAG-EDI is to address underrepresentation within the field, ensuring that **everyone** with mathematical career interests can see and find a place for themselves.

Can events focus on a particular underrepresented group?

Yes! Not every underrepresented group faces the same issues. Although we hope to find much in common with one another, there are specific issues within different constituencies. We support activities that focus on specific underrepresented groups as well as those focused on the full spectrum of underrepresented groups. In general, events should be open to all SIAG-EDI members even if the focus is on a specific underrepresented group.

Why do underrepresented groups need extra support?

Underrepresented groups are more likely to be isolated, to have a challenging time finding mentors with whom they can identify, and to face overt or implicit bias and discrimination. **Dealing with these issues consumes extra time and energy**, leaving less time for focusing on mathematics. Of course, any individual can face such issues, but these problems are much more prevalent in underrepresented groups.

What does supporting mean?

Supporting refers to activities focused on **providing encouragement, mentoring, support, and celebration** of underrepresented groups. Many such activities existed before the formation of SIAG-EDI, such as SIAM's annual Workshop Celebrating Diversity. We are developing other activities such as mentoring forums, screenings of movies such as *Journey of Black Mathematicians: A Study in Resilience* (shown at AN24), and activities beyond the SIAM Annual Meeting. These activities may highlight achievements of overlooked mathematicians from our past, provide forums for underrepresented SIAM members to highlight their work, and create venues for advice and mentorship.

What does learning mean?

A major part of the mission of SIAG/EDI is to help **everyone** learn about the concepts of equity, diversity, and inclusion. Whether you are leading a research group, organizing a workshop, or leading a hiring team, we all face situations where we want to ensure we create environments where everyone can thrive. Whether or not you are from an underrepresented group, we all can benefit from learning more about the challenges. Moreover, quite a bit of statistical analysis and research has been done on these topics. Our hope is to provide a place where you have opportunities to learn.

Are SIAG-EDI activities only for underrepresented groups?

Absolutely not! We can *all* identify with these struggles, and we welcome everyone who wants to offer support, receive encouragement, or merely learn.

Am I welcome to join SIAG-EDI?

Yes! No expertise in EDI is required. We welcome members who do not identify as underrepresented. We understand that there is debate about the best methods to ensure that mathematics is open to everyone, and we do not expect members of SIAG-EDI will have identical opinions.

What does it mean for a minisymposium or other event at a SIAM Conference to be sponsored by SIAG-EDI?

We **encourage our members to organize minisymposia** to be sponsored by SIAG-EDI! Topics of interest are anything within the general spirit of equity, diversity, and inclusion. This could be something very technical (algorithmic fairness) or something entirely non-technical (career advice panel). For your session to be officially sponsored by SIAG-EDI, we ask you to merely **notify the SIAG-EDI Program Chair**.

In SIAM parlance, **sponsorship means endorsement**. This means we will work to have your event labeled as SIAG-EDI sponsored in the program, and we will advertise your session to our membership. Additionally, we will help to coordinate with any other proposed events at the same conference so that we avoid as much as possible having overlaps in programming.

What are Conversations with Colleagues (CWC)?

A Conversation with Colleagues (CWC) is **an online discussion forum of limited duration** (3-6 months is typical), focused on some topic of interest to the group. It could be focused on reading a book or set of papers, discussions of best practices, preparation of a position or guidance white paper, etc.

What is the role of SIAG-EDI in setting SIAM policies?

SIAG-EDI has **no role in setting SIAM policy**. We are a grassroots organization aimed at fostering connections within our community and providing programming to educate the broader applied mathematics community on topics of interest to us. Indirectly, we hope that our members, especially those that take on responsibility within SIAG-EDI as officers or organizers of activities, will engage in leadership roles throughout SIAM.

The primary entities responsible for advising SIAM of EDI-related policies are the SIAM Vice President for EDI and the [Diversity Advisory Committee \(DAC\)](#).