

CBMS EDI Task Force

The CBMS EDI Task Force

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CBMS Council Meeting, Dec. 6, 2024

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CBMS EDI Task Force

December 6, 2024

cbmsweb.org/cbms-position-statements/



Brief Abstract:

The Conference Board of the Mathematical Sciences (CBMS) promotes understanding and cooperation among national organizations in the mathematical and statistical sciences and their allied disciplines. As such, we envision a mathematical sciences professional community that values all colleagues and students and in which we work and learn together with respect and dignity. We embrace a vision for this community that is equitable, diverse, and inclusive. We acknowledge our collective culpability in discrimination, bias, and other forms of injustice and we commit ourselves to action and accountability in service of our vision.

CBMS Statement on Equity, Diversity, and Inclusion in the Mathematical Sciences

We envision a community of mathematical scientists where all of our colleagues and students are valued and in which we all work and learn together with respect and dignity.

We acknowledge our responsibility and culpability.

We commit to action and accountability.

Current Status:

- Approved unanimously by CBMS Council (Dec. 2021)
- 7 orgs have endorsed the statement individually

CBMS EDI Task Force Charge

The task force will propose, organize, plan and carry out substantive ways that CBMS can move forward toward its goals, including:

- Plan and facilitate an EDI session at each CBMS meeting;
- Develop a plan to support member organizations' efforts to analyze, document, and share practices and policies that impact EDI efforts;
- Investigate practices of other professional STEM discipline communities, recommending promising ideas and actions to the CBMS Council, and
- Advance the advocacy role that CBMS Council can take on EDI issues across the mathematical and statistical sciences communities.

CBMS Member Org Survey

Goals of the survey:

- Fulfill our charge as the CBMS DEI task force
- Understand the state of DEI work across CBMS orgs
- Build a network of people working on DEI issues across CBMS orgs

CBMS Member Org Survey

Results of the survey:

- 13 of 19 organizations responded
 - **Have endorsed:** All 7 orgs
 - **Have not endorsed:** 6 orgs

CBMS Member Org Survey

Reasons for **not** endorsing:

- Not sure - respondent wasn't in leadership at the time.
- No need to sign onto another statement (two orgs already had one they were happy with)
- Couldn't get board approval.
- Agreed with sentiment, not sure how it would be operationalized.

CBMS Member Org Highlights

Three organizations to highlight:

- NCSM
- ASSM
- AMTE

Discussion question:

What are the takeaways for you and your organization?

nCSM

NCSM is the premiere mathematics education leadership organization.

Our bold leadership in the mathematics education community develops vision, ensures support, and guarantees that all students engage in equitable, high-quality mathematical experiences that lead to powerful, flexible uses of mathematical understanding to affect their lives and to improve the world.

Previous Equity Work

- Consistently engaged in diversity, equity, and inclusion focused studies and work with enthusiasm!
 - Board book studies
 - Equity focused or humanizing mathematics committees
 - Genuine effort to provide access to broader audiences
- Find ourselves in 2021 our membership skews heavily white and *the ballot for elected positions is ALL white faces.*

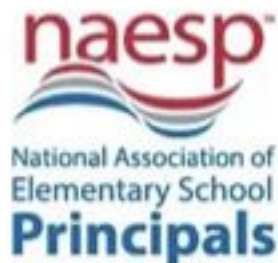
Immediate/Ongoing Changes

- Focus efforts on building our own leadership and membership - board effort to connect directly with potential members/leaders from diverse backgrounds
- Intention for diversity in representation at conferences, especially those in keynotes and spotlight positions
- Updated rubrics for elected positions to emphasize experience and engagement in diverse cultures

Networks for Equity



<https://www.networksforequity.com/>

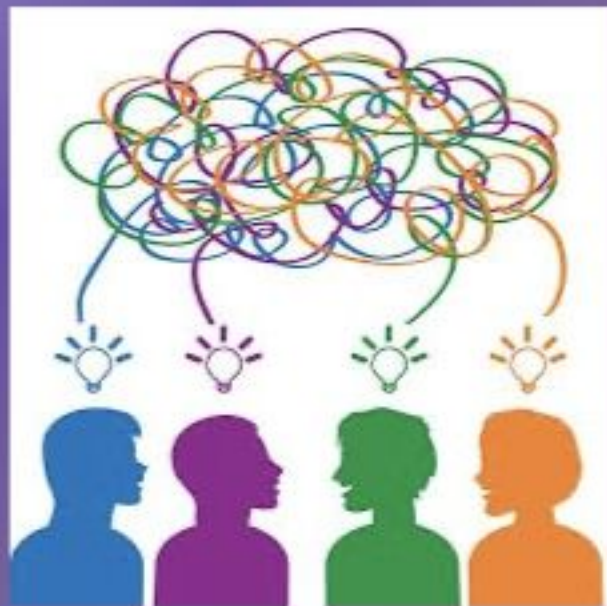


NCSM Focus Groups: Some Big Takeaways

- Org must display a genuine, authentic mission to make change and actions must be aligned to that mission.
- “Just radical enough.”
- Relationships are what will attract more members. A trusted mentor saying they belong and will be welcomed and supported.



NCSM Focus Groups – Some Big Takeaways



- Benefits, including what they get out AND might contribute, must be clear. Make it easy to find out how to and then actually get involved.
- Leveraging relationships between regional/local affiliate orgs and national orgs. Power at both levels, participation and interest at both levels.

Directing Resources and Change



- Better understand demographics of our own organization
- Connecting deeply to local/regional affiliates
 - Changed regional director roles, activities
 - Pilot of programming with affiliates on how to best bring national/regional together
- Building leaders: NCSM Fellows Program
- Working on ways to better leverage expertise of members, invite contributions

ASSM Mission Statement:

The mission of the Association of State Supervisors of Mathematics is to increase the capacity of mathematics leaders in state and provincial agencies to advance quality mathematics education.

Position Statements

Statement on Anti-Asian Racism (2021)

The Association of State Supervisors of Mathematics joins a collective of mathematics education organizations to advocate for social justice and an end to anti-Asian racism along with any other racism and discrimination in our schools, universities, and communities.

Detracking Position Statement (2021)

The Association of State Supervisors of Mathematics is committed to promoting systems that detrack school mathematics to ensure equitable and empowering programs and opportunities.

Response to Systemic Racism (2020)

The Association of Supervisors of Mathematics commits to being an advocate for dismantling the systemic structures and confronting the individual beliefs and practices that have allowed inequities to persist.

2023-24 Highlights - Advancing Equity

Virtual Leadership Summit

and

Equity & Access Professional Learning Series

 ASSOCIATION OF STATE SUPERVISORS OF
MATHEMATICS

2024 Equity & Access Professional Learning Series

featuring Dr. Kristopher Childs



Session 4
August 13, 2024
3:30-5:00pm EDT
*Navigating the
Political Landscape*
<https://us02web.zoom.us/j/85099554975>

Session 3
July 16, 2024
3:30-5:00pm EDT
*Designing Better
Wheel -Chair Ramps
vs Stairs*
<https://us02web.zoom.us/j/88025067884>

Session 2
June 11, 2024
3:30-5:00pm EDT
*Making Sense of Final
Decision-Making
Power*
<https://us02web.zoom.us/j/85354928098>

**FINAL
Session**
**September 2024
LIVE
in Chicago
ANNUAL
MEETING!!**





Association of Mathematics Teacher Educators

AMTE

- Web Site: amte.net
- Mission: To promote the improvement of mathematics teacher education in grades K-12.
- 2025 Annual Meeting Feb. 6-8, 2025 Reno NV



We Noticed Something

Our mentoring program for early career faculty that meets for one week in the summer (STaR) did not attract many scholars of color.



We Took Responsibility

This is What We Did

A board member used special funds we allocate for new projects to start a new mentoring program that works throughout the year for BIPOC faculty.

The program worked as a special project for two years.



Here is What Happened

The program was successful and members indicated the need to continue offering it. The program has become a new permanent program and we created a committee within the structure of the organization. This committee will be in charge of running the BIPOC Mentoring Program. .



Other EDI Related Work

One Division on Advocacy, Equity, and Research

Karen King Excellence in Advocacy Award

Community Circles on Various Topics

Reception for BIPOC Scholars at Conference

New Reception for LGBTQ+ Scholars this year

Conference Registration and Membership Scholarship

Our committees have come up with many initiatives in this direction but we have also listened to members and acted in response to their requests or concerns



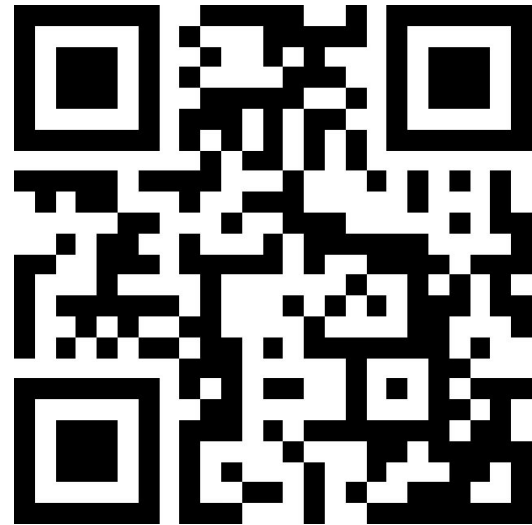
CBMS Member Org Highlights

Discussion:

What are the takeaways for you and your organization?

Record your thoughts via Padlet:

<https://tinyurl.com/CBMSDEI2024>



CBMS EDI Task Force

Update:

What does the incoming administration mean for DEI?

Karen Saxe, AMS

The CBMS EDI Task Force

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