

CBMS Council Meeting, May 2, 2025

Slides & Notes:

tinyurl.com/CBMSMay2025



CBMS EDI Task Force

**Please sit with your organization colleagues
(for now).**

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Ron Buckmire
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Jill Griffin
David Kung*
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* co-chairs

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 r

students are valued and in

We acknowledge our responsi

We commit to action and acco

Current Status:

- Approved unanimously
- 10 orgs have now endorsed

- American Mathematical Society
- Association for Women in Mathematics
- Association of Mathematics Teacher Educators
- Association of State Supervisors of Mathematics
- Consortium for Mathematics and its Applications
- Institute of Mathematical Statistics
- Mathematical Association of America
- National Association of Mathematicians
- National Council of Teachers of Mathematics
- NCSM – Leadership in Mathematics Education

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.

Today: How are CBMS orgs navigating tricky DEI waters?

(Issues: race, gender, LGBTQ+, accessibility, immigration...)

- Poll: how is your org navigating this moment?
- Messaging advice: Lori Kolb, Squadbuck Consulting
- Small group discussions (across orgs)
- Large group discussion (if time)

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PollEv.com/davidkung392

(Anonymous “as a guest” if desired.)



Lori Kolb, SquadBuck Consulting



How do Americans feel about DEI?

- **49% of registered voters said DEI efforts should be terminated in the workplace** “because they create divisions and inefficiencies in the workplace by putting too much emphasis on race and other social factors over merit, skills and experience.”
- **48% of U.S. adults, said DEI programs should be preserved** “because diverse perspectives reflect our country, create innovative ideas and solutions, encourage unity and make our workplaces fair and inclusive.”
- **2 in 3 Americans support the DEI training** of police officers (69%), the military (65%), medical professionals (68%), teachers (66%), public employees (67%) and private sector employees (64%).

91% of Americans believe everyone, regardless of race or ethnicity, deserves an equal opportunity to succeed.

79% say that America's diversity makes us stronger.

Organizational Risk

- **High risk:** Org has contracts/grants directly with federal government
- **Medium risk:** Org has contracts/grants directly with states and/or districts
- **Lower risk:** Org has partners who have contracts with the federal government, states, and/or districts
- **Low risk:** Org has no direct or indirect government contracts at the state or federal level

Organizational Actions

- Know your **risk and requirements**.
- Build your **bench of experts**.
- Identify your **risks, vulnerabilities, and responsibilities**.
- Honestly reflect on **DEI work and impact**.
- Engage in **risk tolerance discussions and scenario planning**.
- Build the **infrastructure** needed to comply or resist.
- Be in **community**.

Changing your Messaging

- Avoid **jargon and acronyms**.
- Focus on **vision, impact, and progress**.
- Create language that reflects your **values and actions**.
- Build a **framework** to strengthen your impact.
- Create a **business case** for all your activities.

Communicating your Changes

- Remember **internal and external**.
- Use **simple, straightforward language**.
- Lead with **honesty and empathy**.
- Ground decision in **legal compliance**.
- Express **confidence and humility**.
- Focus on the **vision**.
- Anticipate **questions**.

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Discussion questions (in new groups)

- What creative ideas has your organization come up with to continue working on DEI in today's climate?
- What could we (CBMS orgs, the math community, ...) do **together** to make progress toward our goals in this political context?
- Take notes **on these slides.**

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Please sit with 3-4 people. Each group should include:

- **Nobody else** representing your org.
- People in both K12 and higher education

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What changes has your org made? Why? How have you come to those decisions?

- Add ideas here.
- Anonymously if desired
- Add more pages if needed

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What creative ideas has your organization come up with to continue working on DEI in today's climate?

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- Selectively/Strategically make changes including phrasing/framing of outward facing language conference strands and session descriptions
- In CFP for 2026, including “To what extent does the proposal by addressing persistent and/or emergent challenges, refining existing practices or scholarship, or opening new lines of inquiry?”
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What could we (CBMS orgs, the math community, ...) do **together** to make progress toward our goals in this political context?

- Hold regular webinars where orgs can share ideas.
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The CBMS EDI Task Force

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