



SOCIETY POLICY

CULTURE OF INCLUSION

I. PREFACE

- A. By-Law B5.2.3.5 states in part, "The Inclusion Strategy Committee, under the direction of the Board of Governors, shall provide insight and advice into promoting inclusion and access within ASME and mechanical engineering."
- 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 their "protected classes" listed in Society Policy P-15.9 Section I.A" and "The agreement shall endorse the principle of unrestricted participation of citizens of all nations at international conferences. ASME may decline to participate in an international meeting if it considers any restrictions on the attendance of participants as too inhibiting."
- C. Society Policy P-4.3, Qualifications of ASME Elected Officers and Requirements of Office, states that selection of ASME officers is based on the candidates' qualifications and abilities.
- D. Society Policy P-4.4, Appointment of ASME Volunteer Personnel to Non-Elected Positions, states that recruitment, selection, nomination, and appointment decisions are based on the candidates' qualifications and abilities.
- E. 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 their "protected classes" listed in Society Policy P-15.9 Section I.A."
- F. Society Policy P-4.16, Selection, Nomination and Appointment of Senior Vice Presidents, states that the selection of ASME Senior Vice Presidents is based on the candidates' qualifications and abilities.
- G. Society Policy P-12.1, Business Practices of Conferences and Events, states, "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."

- H. Society Policy P-15.9, Policy Against Discrimination (Including Discriminatory Harassment) – Members, states that discrimination based on the “protected classes” shown in its Section I.A shall not be tolerated.
- I. ASME is committed to being an inclusive organization where all people can thrive.
- J. The continued success and growth of ASME depends on a talented, well-motivated volunteer leadership drawn from a broad range of backgrounds.

II. PURPOSE

- A. This policy is intended to establish a framework that reflects the Society’s commitment to ensuring that engineers from all backgrounds have opportunities to excel and make meaningful contributions.
- B. This policy is intended to direct ASME units to raise awareness and gain an understanding of inclusion, access, and perspectives of all members as outlined in Section III.
- C. This policy is intended to direct ASME units to ensure that all voices are valued in their decision making.
- D. This policy is intended to direct ASME units to endeavor to provide access to ASME’s resources, according to the definitions as outlined in Section VI.

III. POLICY

ASME is committed to making its leaders, members, stakeholders, suppliers and service providers aware of ASME Core Values. This will be accomplished through training, written and verbal communications and explicit statements, as appropriate. ASME will endeavor to provide for access in all its agreements, programs, and activities and to enter into contracts and agreements that are consistent with ASME’s goal of creating an inclusive culture where everyone can engage productively.

IV. PROCEDURE

ASME shall dedicate time and resources to ensure the active participation as well as leadership opportunities for talented individuals from all segments of society. ASME-sponsored events and practices shall enable inclusion, access, a broad range of perspectives, innovation, and sustainable achievement. ASME units shall design product offerings and services with an understanding of the preferences and needs of its members and customers. ASME suppliers and service providers shall be aware of and demonstrate respect for the ASME Core Values.

ASME shall treat every individual with dignity and respect and ensure impartial treatment, access, opportunity, and advancement for all.

ASME shall encourage its Sectors and units to discuss policies that reflect and support a culture of inclusion where all voices are valued.

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
- Advance inclusion and access, with respect for the dignity and culture of all people
- Nurture and treasure the environment and our natural and manufactured 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. Protected Classes: ASME recognizes the “protected classes” listed in Society Policy P-15.9 Section I.A.
- B. Inclusive Organizational Culture: Ensures a welcoming, encouraging, and respectful environment where all people can participate in a meaningful way, and where all voices are valued including the range of personal and professional experiences, family and lifestyle backgrounds, work styles, personality types, and skill sets.
- C. Impartial Treatment: Allows access, opportunity, and advancement for all people, taking into account disparate needs, conditions, and abilities.
- D. Access is defined as providing required resources to all people. These resources include physical facilities, methods of communication or communication channels, and other institutional structures within ASME. Access specifically includes the following: reasonable accommodations for people with disabilities, respectful and dignified access to restrooms consistent with a person’s gender identity, and consideration of the needs of non-English speakers when designing policies or events.

Responsibility: Inclusion Strategy Committee

Reassigned from Centers Board of Directors/Center on Leadership and Diversity 6/2012

Reassigned from Council on Public Affairs/Board on Diversity and Outreach 6/12/05

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