

Towards a Fully Inclusive Mathematics Profession

Report of
The Task Force on Understanding and Documenting
the Historical Role of the AMS in Racial Discrimination

March 22, 2021

Executive Summary

Findings

- Racism is a concern of many mathematicians and leaders of the Society, and the AMS has a role in addressing racism in the profession.
- The effects of blatant discrimination in the mathematics community (and in the AMS) since its inception continue to have repercussions today in the development of Black mathematicians, the visibility and perceptions of their work, and the lack of recognition that further hinders their professional advancement.
- The AMS has missed several opportunities to improve the professional climate for mathematicians of color.
- Black mathematicians suffer from a lack of professional respect and endure microaggressions, even today.
- There is a profound lack of trust from Black mathematicians that the AMS represents them, speaks to them, hears them, and includes them in its decision making.
- Historically Black Colleges and Universities have an outsized influence on the production and the support of Black mathematicians, and providing outstanding models of successful mentoring.
- The history of the AMS has shown that sustained attention to problems has resulted in positive outcomes. Implementing sustainable change is challenging and requires intentionality and continual vigilance.

Recommendations

Governance-Related Recommendations

1. Establish a Vice President for Equity, Diversity, and Inclusion.
2. Create a high-level staff position on Equity, Diversity, and Inclusion, with an Office/Division of Minority Affairs under its purview.
3. Reform election procedures.
4. Reform appointment procedures.

Program-Related Recommendations

5. Develop and implement an engagement plan to welcome the participation of Black mathematicians in the AMS.
6. Create and support programs to further the career development of mathematicians of color.
7. Include equity, diversity, and inclusion in the AMS's professional development offerings.
8. Publicize the expertise of mathematicians of color.

Accountability-Related Recommendations

9. Request that the AMS provide annual updates on the status of these report recommendations.
10. Accept responsibility for not fulfilling the AMS's own commitment to increasing the participation of mathematicians of color in the profession, including Black mathematicians.