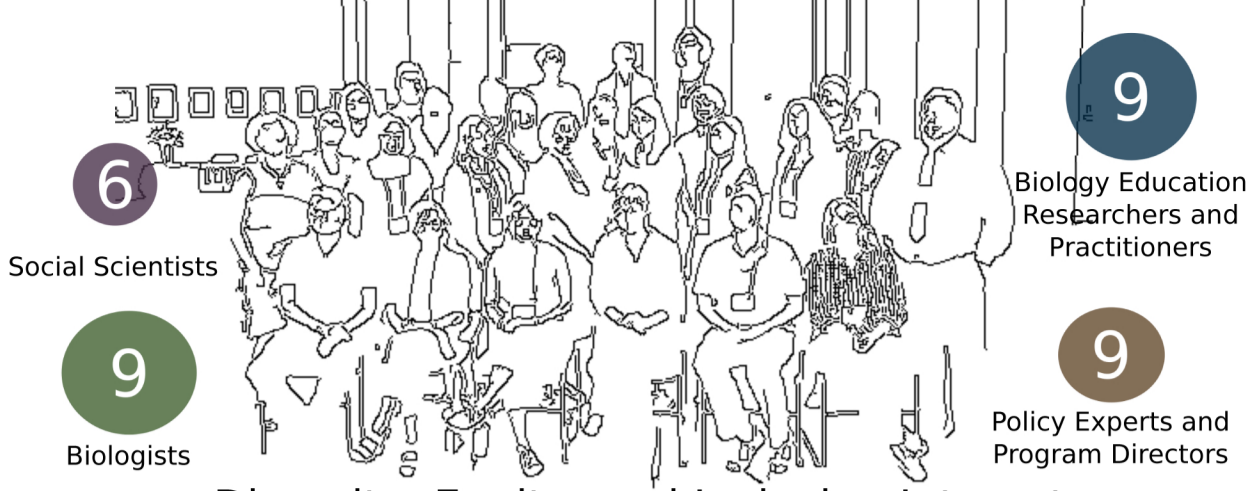


Supplemental Material

CBE—Life Sciences Education

Tennial *et al.*

iEMBER Participants Were Unified By



Diversity, Equity, and Inclusion Interests

iEMBER Participant	Institute	Specialty	Census Bureau Region	Carnegie Classification
Alberto Roca	DiverseScholar	Program Director	West	NA
Alexandra Erwin	The University of Kansas	Biologist	Midwest	Large
Alison Crowe	University of Washington	Biology Education	West	Large
Cassandra VanDunk	Northwestern University	Biologist	Midwest	Large
Cynthia Curry	CAST, Universal Design for Learning	Policy	Northeast	NA
Davinelle Daniels	Washington University in St. Louis	Biologist	Midwest	Large
Erica Cline	University of Washington Tacoma	Biologist	West	Medium
Erin Solomon	Washington University in Saint Louis	Social Science	Midwest	Large
Falak Saffaf	Saint Louis University	Social Science	Midwest	Large
Gary McDowell	The Future of Research, Inc.	Policy	Northeast	NA
Gina Frey	Washington University in Saint Louis	Program Director	Midwest	Large
Graciela Unguez	ASCB-MAC/New Mexico State University	Biologist	West	Large
Heather Heinz	University of Washington Tacoma	Biology Education	West	Medium
Jana Marcette	Harris-Stowe State University	Biology Education	Midwest	Small
Jayanthi Sriram	Washington University in Saint Louis	Biology Education	Midwest	Large
Jessica Lucas	Southern Illinois University, Carbondale	Program Director	Midwest	Large
Joanna Showell	Bethune-Cookman University	Policy	South	Medium
Joseph Bradley	Washington University in St. Louis	Biologist	Midwest	Large
Kaila Colyott	University of Kansas	Biologist	Midwest	Large
Katelyn Cooper	Arizona State University	Biology Education	West	Large
Katie Shannon	Missouri University of Science and Technology	Biology Education	Midwest	Medium
Kristin Broussard	Saint Louis University	Social Science	Midwest	Large
Latanya Hammonds-Odie	Georgia Gwinnett College	Biologist	South	Medium
Liz Martinez	Illinois Mathematics and Science Academy	Policy	West	NA
Mark McDaniel	Washington University in Saint Louis	Social Science	Midwest	Large
Michael Kennedy	Northwestern University	Program Director	Midwest	Large
Michael Moore	Oklahoma State	Biology Education	South	Large
Rachel Tennial	University of Arkansas at Little Rock	Social Science	South	Medium
Richard Harvey	Saint Louis University	Social Science	Midwest	Large
Sara Brownell	Arizona State University	Biology Education	West	Large
Sarah Smaga	Yale University	Biologist	West	Large
Scott Horrell	Harris-Stowe State University	Biology Education	Midwest	Small
Uwe Hilgert	The University of Arizona	Program Director	West	Large

Figure S1. 2017 iEMBER Conference Participants

APA - American Psychological Association (http://www.apa.org/)
ASBMB - American Society for Biochemistry and Molecular Biology (https://www.asbmb.org/)
ASCB - American Society for Cell Biology (http://www.ascb.org/)
ASM - American Society for Microbiology (https://www.asm.org/)
ASPB - American Society of Plant Biologists (https://aspb.org/)
BPS - Biophysical Society (http://www.biophysics.org/)
CUR - Council on Undergraduate Research (https://www.cur.org/)
ESA - Ecological Society of America (https://www.esa.org/esa/)
GSA - Genetics Society of America (http://www.genetics-gsa.org/)
ICA - International Communication Association (https://www.icahdq.org/)
NABT - National Association of Biology Teachers (https://nabt.org/)
NCA - National Communication Association (https://www.natcom.org/)
NACADA - National Academic Advising Association (http://www.nacada.ksu.edu/)
NSTA - National Science Teachers Association (http://www.nsta.org/)
SABER - Society for American Biology Education Research (https://saber-biologyeducationresearch.wikispaces.com/)
SDB - Society for Developmental Biology (http://www.sdbonline.org/)
SFN - Society for Neuroscience (http://www.sfn.org/)
SPSP - Society for Personality and Social Psychology (http://www.spsp.org/)
SSAR - Society for the Study of Amphibians and Reptiles (https://ssarherps.org/)
SSE - Society for the Study of Evolution (http://www.evolutionsociety.org/)

Figure S2. Professional Societies Discussed at 2017 iEMBER Conference*

*Disclaimer: This list is not meant to represent an exhaustive listing of professional societies, nor does the information necessarily reflect the current status of the professional society websites with relation to inclusion and diversity information and statements. Participants in the iEMBER 2017 meeting collected information on Inclusion and Diversity from professional society websites prior to the June 2017 meeting.

TAKE ACTION TO BROADEN PARTICIPATION IN PROFESSIONAL SOCIETIES

How do you build membership support for a diverse and inclusive professional society?

WHAT YOU CAN DO

- Ask if active committees and initiatives exist and **join**.
- **Lead local meetings**, emphasizing inclusion.
- **Promote the career progression** of underrepresented students by **sponsoring their inclusion** in meetings, emphasizing the importance of networking and professional development.

... AND GET YOUR SOCIETIES TO DO

- **Organize and host** (iEMBER) diversity and inclusion sessions at both national and regional meetings of professional societies.
- **Create awards** to recognize those engaged in promoting diversity and inclusivity and changing current systems.
- **Lobby at the federal level** for opportunities and structures that promote diversity and inclusion.
- **Encourage long-term membership** by creating a face of the organization that is inviting through programming and opportunities for involvement.
- **Center inclusion and diversity into the efforts of the entire organization**, not just as a sub-issue addressed by a sub-committee.



Figure S3: What Can You Do To Help Diversify Your Scientific Society?