

## Association Denounces Discrimination in the Workplace

The AAAS Board of Directors and Council have issued a joint statement calling on the scientific community to "accept responsibility for ensuring that unlawful discrimination finds no comfort in our education and research institutions."

Eloise E. Clark, who initiated the action last year, says the move was taken because "we need to sensitize our community and bring to their attention the fact that there are still problems with discrimination."

The statement is especially important, Clark says, because the nation has "reached a plateau" in its determination to overcome discrimination. "What is discouraging is that even after the civil rights laws were passed in the 1960s and '70s, we have not made the progress I think we should have. That means there are a significant number of people who are not available to the work force."

The action developed from an incident at the 1994 annual meeting. In a discussion on women scientists in the workplace, a participant asked Clark whether AAAS had a policy on nondiscrimination. "I said I was sure we had," recalls Clark, who is vice president for academic affairs at Bowling Green State University in Ohio.

"But when we got back from the meeting and looked into it," she says, "we realized it related only to employment practices. After some discussion among the board and staff, we thought it would be worthwhile to develop a more extensive statement."

In March, Clark wrote to AAAS Executive Officer Richard S. Nicholson urging that AAAS "take a stronger stand" against discrimination. Nicholson agreed and asked Mark Frankel, director of the Scientific Freedom, Responsibility, and Law Program, to write a statement.

Shirley Malcom, director of Education and Human Resources Programs, and Emilio Daddario, Council parliamentarian reviewed the draft text. Frankel made revisions after Clark thought it focused too narrowly on sexual and racial harassment.

In October the board reviewed the draft statement. "We were very satisfied with what we saw," says board member Anna Roosevelt of the University of Illinois and the Field Museum of Natural

History in Chicago. "Such a statement is a benchmark. People will be able to compare what they are doing with what it says."

Board members suggested that the statement be issued jointly with the Council. The board approved it in December and the Council in February.

Michael Brintnall, director of professional affairs for the American Political Science Association, says the AAAS statement is important because it provides a common ground for different academic departments to set policy on discrimination, thus increasing the impact and helping to "change

the institutional climate."

What effect the statement may have on AAAS activities is unknown. But Frankel cites a move taken in 1993 after Colorado passed an amendment to the state constitution prohibiting the creation of civil rights protection for homosexuals, lesbians, and bisexuals. Consistent with a 1975 resolution stating AAAS opposition to discrimination based on sexual orientation, the Association cancelled its plans to hold a future annual meeting in Denver.

Frankel says AAAS's position is that discrimination "is contrary to what science is all about."

### Text of Joint Statement

...The AAAS Constitution invites to its membership "any individual who supports the objectives of the Association and is willing to contribute to the achievement of those objectives" and the AAAS has resisted attempts to exclude individuals from the Association's activities based on consideration of sex, race, ethnicity, religion, disability, national origin, age, or sexual orientation.

In keeping with its broad and inclusive mandate, the AAAS should call attention to societal problems that may limit individuals' participation in a wide range of scientific and technical opportunities. These problems affect the members of the AAAS, and require a definitive statement of purpose.

The Board of Directors and Council of AAAS consider unlawful discrimination to be such an issue and declare that:

The AAAS is committed to the advancement of science in a work environment free from unlawful and unjust discrimination and condemns such discrimination in any form. Discrimination based on sex, race, ethnicity, religion, disability, national origin, age, or sexual orientation is contrary to the view of science as a collegial process which promotes cooperation and collaboration and in which work is judged without regard to the personal or social attributes of individual scientists. All scientific inquiry—from the creative generation of ideas, through investigation, and to interpretation of findings—benefits from different points of view. In a world of such rich diversity, the advancement of science depends on the intellectual breadth and depth of a culturally diverse work force that can inform and enrich the shape and content of scientific

discourse. Institutions that employ and support the work of scientists and educate and train young scientists should affirm their commitment to a diverse community.

Discrimination creates an atmosphere that is not conducive to the advancement of science. It diverts attention from the rigors of science and undermines an individual's work or academic performance. Such discrimination diminishes individual dignity and impedes access to resources needed for scientific inquiry. It also contributes to the loss of talent in science and engineering and to the alienation of capable individuals from the scientific and engineering professions.

AAAS is committed to a culture of science in which all people can work effectively and enjoy satisfying and rewarding careers and the realization of their full potential. The Association encourages its affiliates and all other institutions that employ, support, or educate scientists to develop policies that affirm the dignity of all scientists and their right to engage in scientific inquiry free of unlawful discrimination; to sponsor programs that sensitize people to the seriousness and unacceptability of discrimination based upon criteria unrelated to individual abilities; and to design procedures that guard against such discrimination in a prompt and fair manner, and which balance the requirements of due process with proper regard for the sensitive nature of the issues. The scientific community must accept responsibility for ensuring that unlawful discrimination finds no comfort in our education and research institutions.

*(Adopted by the AAAS Board of Directors on 9 December 1994 and by the AAAS Council on 9 February 1995)*

## Report on 1995 Council Meeting

At the Council meeting in Atlanta on 19 February, Executive Officer Richard S. Nicholson reported that the Association continues to have a strong balance sheet. Membership numbers, outside grant funding for programs, and *Science* advertising revenue have continued to grow. The annual meeting, however, has been heavily subsidized, and a long-term goal is to improve its financial performance.

Nicholson announced the selection of Floyd E. Bloom of Scripps Research Institute as the new editor-in-chief of *Science*. He expressed thanks to Dan Koshland for 10 years of outstanding leadership and for his willingness to remain as editor-in-chief during the year-long search. Bloom will assume his duties on May 1.

The new AAAS logo was unveiled to the Council. The group also got an update on early planning for the 1998 sesquicentennial celebration and the status of a proposal for a commemorative U.S. postal stamp to honor the AAAS anniversary and recognize the important role of science and technology in the history of the United States.

### New Building Update

Carl Amthor, chief financial and administrative officer, briefed the Council on construction of the new headquarters. He indicated that tax-exempt bonds to help finance the project had just been approved and issued.

Amthor said RAND signed a contract to take over the lease on much of the current AAAS office space at 1333 H Street. Several science and technology groups have signed on to occupy rental space in the new building, at 1200 New York Avenue, with only 8000 square feet yet to be leased.

### AAAS Programs

Al Teich, director of Science and Policy Programs, reported on the newly funded Center for Science, Technology, and Congress. Supported by a grant from the Carnegie Corporation of New York, it continues activities begun by the Carnegie

Commission on Science, Technology, and Government. The center will provide Congress with nonbiased, nonpartisan information on science and technology issues. A newsletter will be published monthly when Congress is in session, supplemented by periodic updates and special reports on issues under consideration. The program also hopes to compile a guide to science and technology information in topical areas and to hold periodic workshops and seminars for members of Congress and their staffs.

Shirley Malcom, director of Education and Human Resources (EHR) Programs, and Gerry Wheeler, EHR program director for the Public Understanding of Science and Technology, reported on Public Science Day.

Malcom said the event was begun 8 years ago in San Francisco by the AAAS Committee on Public Understanding of Science and Technology, to take science and technology to schoolchildren in the city where the AAAS annual meeting was being held. With the help of volunteers and co-chairs from the local communities, it has become a tradition. The 1994 event in Atlanta involved more than 8000 elementary students at various locations, along with 1000 high school students engaged in science- and technology-related activities. The 1994 events also included a week of interactive video telecasts to schools in Georgia.

Wheeler reported on the newly launched AAAS children's radio show, "Kinetic City Super Crew." The half-hour science drama features at-home hands-on experiments, a call-in session, and real scientists discussing research in areas covered by the storyline. The show is carried by 32 stations nationwide. Wheeler said it is supported by a 3-year grant from the National Science Foundation, but the goal is to attract corporate sponsorship.

### Section Task Force

Rita Colwell, incoming AAAS president and chair of the Council-created Section Task Force, reported

on two meetings of the group and presented the task force's recommendation that a Committee on Sections be created. It would be composed of 8 to 10 section officers and be chaired by AAAS's president-elect. The purpose would be to look at section-related issues and make recommendations to the Council.

### Council Actions

The Council took the following actions:

- Creation of a Committee on Sections, as recommended by the Section Task Force, was approved.

- Requests for affiliation by the Society of Actuaries and the Society for the Advancement of Socio-Economics were approved.

- A joint Board/Council policy statement on discrimination in the workplace was approved (see facing page).

- Renaming of the Section on Industrial Sciences was approved. It will be called the Section on Industrial Science and Technology.

- Resolutions supporting continuation of the National Biological Service and the U.S. Geological Survey were approved (see below).

- Changes to Pacific Division bylaws regarding procedures for election of Council members-at-large were approved.

### Resolution on National Biological Service

**Whereas** the American Association for the Advancement of Science wishes to reaffirm the value of scientific research as part of our national heritage; and

**Whereas** the United States National Biological Service was founded on the principle that good scientific research and information is necessary for sound policy-making;

**Therefore**, be it resolved that the American Association for the Advancement of Science sup-

ports the continuing existence and functions of the National Biological Service.

### Resolution on U.S. Geological Survey

**Whereas** the American Association for the Advancement of Science wishes to reaffirm the value of scientific research as part of our national heritage; and

**Whereas** the United States Geological Survey is one of the oldest federal science agencies and has, since its founding in 1879, promoted the economic development of America through its work on water, minerals, and fuels; and

**Whereas** the survey has conducted basic and applied scientific research that, because it claims no proprietary interest, has been made impartially and widely available to all American citizens; and

**Whereas** the survey's cartographic, seismologic, hydrographic, and geologic research, in such diverse areas as coastline erosion, estuaries and bays, large-scale movements of underground water in arid and semiarid agricultural environments, earthquake hazards, volcanism, strategic minerals, and fossils underpins a broad range of scientific projects throughout the United States, in federal, state, and local settings and in a wide range of corporate and educational institutions; and

**Whereas** decision-making about land and water resources demands the highest quality of scientific knowledge, such as that provided by the more than a century of productive research by the United States Geological Survey;

**Therefore**, be it resolved that the American Association for the Advancement of Science supports the resolution of its Section on Geology and Geography and the Executive Committee of its Pacific Division endorsing the continuing existence of the United States Geological Survey.

—Gretchen Seiler