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Actions to address Gender

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A Leading Independent Partner for Agile, Global Standards and Testing Programs that Help Solve Complex Challenges and Improve Lives by Making Products and the Environment Better for All



Established in 1898



150 Committees & 13,000+ Standards (Covering 90 industry sectors from aviation to construction to advanced manufacturing)



A leading global standards organization with more than 34,000+ members:

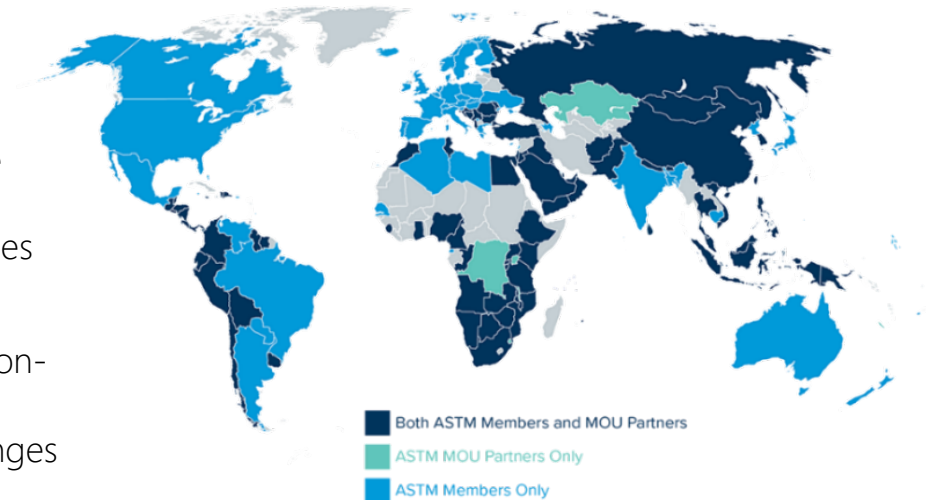
- 8,000+ International Members from 135 countries
- 8,400+ ASTM standards used in 83 countries



A highly agile, independent, non-governmental, non-profit, member-led standards body

- uniquely positioned to help society solve challenges and seize opportunities

Globally recognized for quality and relevance



Diversity Equity and Inclusion Mission Statement



- ❖ ASTM International is **committed to diversity, equity and inclusion efforts** within our offices, across our governance structure, and throughout our global communities.
- ❖ **We value every voice**, bringing together people from various backgrounds, cultures, experiences and genders.
- ❖ This commitment makes **our work more impactful** and enables us to more effectively fulfill our mission to serve global societal needs and help our world work better.
- ❖ We strive to further our progress and **promote a diverse and inclusive environment** for our staff, our members, and the world around us.

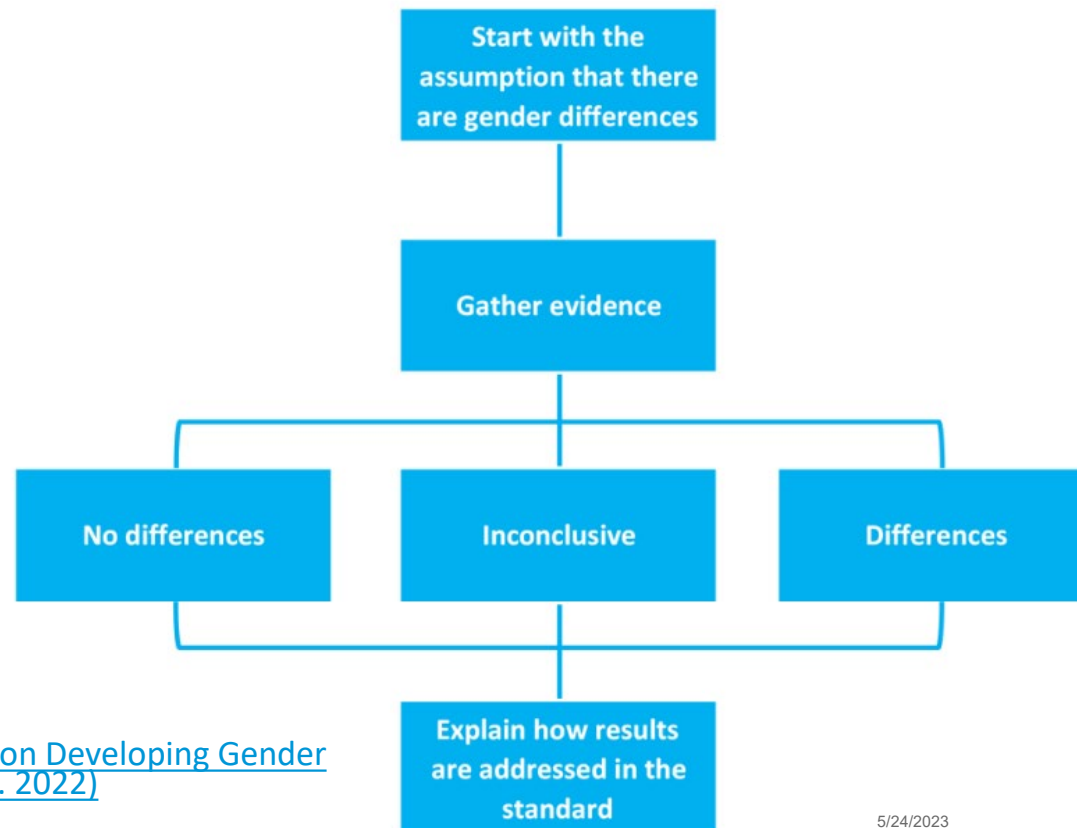
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Question the Data Gap



Figure 1: Steps to ensuring standards are gender responsive



[Advance Copy: Guidelines on Developing Gender Responsive Standards \(Jan. 2022\)](#)

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Examples of Gender Responsive Standards



- D13 on Textiles illustrating gender responsiveness:
- **D6960/D6960M-16e1** - [Standard Tables for Body Measurements for Plus Women's Figure Type, Size Range 14W – 40W](#)
- **D4156-14** - [Standard Performance Specification for Women's and Girls' Knitted Sportswear Fabrics](#)
- **D4235-20** - [Standard Performance Specification for Women's and Girls' Knitted Blouse and Dress Fabrics](#)
- **D4118-15** - [Standard Performance Specification for Women's Woven Coverall, Dungaree, Overall, and Shop-Coat Fabrics](#)
- F08.57 on Eye Safety for Sports.
- **F3077-21** - [Standard Specification for Eye Protectors for Women's Lacrosse](#)

Additional ASTM Examples, less obvious



- **F1506 - Performance Specification for Flame Resistant and Electric Arc Rated Protective Clothing Worn by Workers Exposed to Flames and Electric Arcs-**
 - *...it's recommended that women exposed to arc flash and flash fire hazards on the job wear AR/FR women's bras and underwear, or 100 percent cotton or silk options. ASTM F1506-20a mentions base layers in the appendix—this is non-mandatory but helpful information.*
"X1.1.1 Garments worn as underlayers (underwear) that neither ignite nor melt and drip in the course of an exposure to the electric arc and related thermal hazard may provide additional thermal insulation." Cotton, silk or AR/FR options are best suited to meet this recommendation and while the options are limited, they are available.
- **ASTM F2412, Standard Specification for Footwear**
 - *Footwear is one area where the standards have specifically addressed women workers. **ASTM F2412, Standard Specification for Footwear** includes a test method that considers the differences between men and women, with regards to metatarsal impact. In this test method, there's an adjustment to the positioning of a striking bar simulating metatarsal impact on the foot for women vs. men.*

Specific Actions by ASTM International



2017 - Revision to the term “Chairman” and “Chairmen”

2019 – Signs UN Gender Responsive Standards Declaration and starts DEIB Program including mission statement

2020 – Multiple committees provide Women’s networking task groups and opportunities

2020+ - Committees start to incorporate strategic DEIB discussions

2021 – DEIB Executive leadership group in D37 on Cannabis

- 2022** –
- F23 on Personal Protective Equipment, F23.60 on Human Factors,
 - Task Group on Gender Responsive Standards Review
 - F48 on Exoskeletons and Exosuits – Focus on body measurements and dimensions to ensure appropriate fit
 - Task group on full body exosuits and lower body exosuits for inclusive options
 - D13 on Textiles – Focus on inclusive body measurements and dimensions to accommodate different ranges of gender body types

2023 and beyond – staff and member training programs focused on DEIB and Gender responsiveness

Example opportunities to enhance an inclusive environment for members



Committee programs

- Ongoing Stakeholder Analysis
- Ongoing analysis of data and the data source
- Member Welcome Sessions
- Member and Professional Outreach
- Academic or Student Outreach Programs
- Technical Mentor Program

Meeting and Networking Events

- Accessible Meetings Format
 - In-Person, Virtual, and Hybrid
- Accessible Agendas and Minutes
- Open Invitation Member Gatherings (informal and formal)
- Networking Events for under-represented stakeholders
- Open Officer Selection process
- Committee Award presentations

Standards Development Tools

- Onboarding and Training for members
- Training on voting and collaboration tools
- Inclusive Terminology and Language Review
- Committee Newsletters or Update emails
- Virtual meeting tools and platforms

What's Next?



- Awareness Building
- Inclusive Recruitment and **Retention** Strategies
- Self-reflection and Modifications to Existing and Needed Standards
- Challenge our own assumptions
- Accept that there are challenges
- Stay Strong!



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Thank you!

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