

# Diversity and Mentorship in the PHM Community

## **Objectives for today**

1. Inform you about the society's views and activities
2. Discuss and prioritize features for a professional development mentorship initiative
3. Discuss and prioritize features for more general professional development activities

## **Facilitators**

Jeff Bird, TECnos Canada and PHM Society Education and Professional Development, and Standards Committees

Rhonda Walthall, Fellow, Integrated Aircraft Health Management, Collins Aerospace

Contributors: Kathy Elliot, Derek DeVries, Martina Giomi, Jamie Coble, Scott Clements

## The PHM Community – Building

“The PHM Society welcomes, respects, and values all participants in its activities as it strives to fulfil its mission serving the global prognostics and health management community.

The Society seeks to foster an inclusive and transparent environment where all individuals can contribute diverse ideas, experiences, perspectives and talents to help further the advancement of the PHM Society.

The Society is committed to be diverse and inclusive while pursuing its goals of education, professional development, growth of global talent, fostering and recognizing leadership, and providing a non-competitive forum for networking and sharing best practices in the PHM field.”

















































From the Society’s website [www.phmsociety.org](http://www.phmsociety.org)

See the forum at [Diversity, Equity, and Inclusion \(DEI\) - PHM Society](#)

# DEI – Diversity, Equity and Inclusion

What have we done so far:

- Board engagement, DEI Statement
- PHM18 - Diversity Networking Event
- PHM19 - Diversity Outreach Panel
- PHM20 - DEI embedded in conference events
- PHM21 - Chatroom at the Conference Hub
  - Mentorship planning
- PHME22- Panel/workshop

 <b>Jeff Bird</b> Sessions Panel Session 2 - Boardroom Why are They Important for Your Vision and How to Participate Effectively in Diversity, Equity and Inclusion Panelist sponsored by 	 <b>Nancy Diaz-Elayed</b> Sessions Panel Session 2 - Boardroom Why are They Important for Your Vision and How to Participate Effectively in Diversity, Equity and Inclusion Panelist sponsored by 	 <b>Berna Holland</b> Sessions Panel Session 2 - Boardroom Why are They Important for Your Vision and How to Participate Effectively in Diversity, Equity and Inclusion Panelist sponsored by 
 <b>Ravi Rajaram</b> Sessions Panel Session 2 - Boardroom Why are They Important for Your Vision and How to Participate Effectively in Diversity, Equity and Inclusion Panelist sponsored by 	 <b>Karl Reichard</b> Sessions Panel Session 2 - Boardroom Why are They Important for Your Vision and How to Participate Effectively in Diversity, Equity and Inclusion Panelist sponsored by 	 <b>Brian Weiss</b> Sessions Panel Session 2 - Boardroom Why are They Important for Your Vision and How to Participate Effectively in Diversity, Equity and Inclusion Panelist sponsored by 
 <b>Rob Andrus</b> Sessions Panel Session 3 - Chairperson Paper and Debate Panelist sponsored by 	 <b>Ian Boulton</b> Sessions Panel Session 3 - Chairperson Paper and Debate Panelist sponsored by 	 <b>Craig Rees</b> Sessions Panel Session 3 - Chairperson Paper and Debate Panelist sponsored by 
 <b>Christopher Salame</b> Sessions Panel Session 3 - Chairperson Paper and Debate Panelist sponsored by 	 <b>Al Salour</b> Sessions Panel Session 3 - Chairperson Paper and Debate Panelist sponsored by 	 <b>Frank Weiss</b> Sessions Panel Session 3 - Chairperson Paper and Debate Panelist sponsored by 
 <b>James Moyne</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>Michael Mylrea</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>Rishi Patel</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 
 <b>Cesar Pena</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>Michael Powell</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>Tim Zimmerman</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 
 <b>David Alvord</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>W. Glenn Bond</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>Alicia Ravinsky</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 
 <b>Maria Swale</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>Chris Bhumeyko</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 	 <b>LeKenya Walker</b> Sessions Panel Session 4 - Community and PHM Challenges and Solutions Panelist sponsored by 

# The PHM Community

What could/should it look like?

Cooperation and collaboration  
Diversity, Equity and Inclusion  
Professional development

*What is it for you?*



# Mentorship – Professional Development with Inclusion

The PHM Society

attracts and serves participants from across academia, industry, and government

The PHM Society's newly launched **PHMentor** program

Aims to help diverse participants to share insights and lessons learned

“... as we mentor one another to achieve the next higher level of ourselves”

A mentor could be someone who is

- Further along in their career/education, or

- At the same point in their career/education but is having different outcomes, or

- Knowledgeable in different technical, management or other skills

# Mentorship – Professional Development with Inclusion

What do you think? *Want to help!*

## Current Practices:

Existing systems

IEEE and SAE

Ophthalmology

Inclusion and Diversity

Needs

## Success Stories

Let us know what has worked for you

Tell us about good programs

## PHM Society *PHMentor*:

Organize

Recruit mentors

Train mentors

Recruit Mentees

Launch

# Mentorship – Professional Development with Inclusion

## Examples from other programs:

1. Establish a mentoring interest/expertise profile
2. Select mentor/mentee preferences
3. Mentors accept match
4. Expect 1-2 hours per month (IEEE), flexible frequency
5. Sequenced planning guidelines (ARVO): goal setting, career opps, balancing techniques, management and leadership, career planning, research plans, grant writing, networking
6. Virtual members mixers (SAE)



# Open Discussion 1: Mentoring Program

Proposed discussion topics

1. Goals- professional development
    - technical advice, career advice, leadership, networking, ...
  2. How would it work
    - meetings, calls, connections, themed group mixers, sequenced training
  3. Other inputs and volunteering to help
- ... And let us establish some priorities

Also share your ideas to [mentoring@phmsociety.org](mailto:mentoring@phmsociety.org)



## Open Discussion 2: Professional Development with Inclusion

Now- A broader look at needs, success stories and opportunities

1. How have technical communities and value chains been boosted by diversity, equity and inclusion action?
2. What diversity opportunities and best practices do you know about?
3. Where are the niches for the PHM community to contribute? What are the priority features of actions that can be led by the PHM Society?

And conclude with some prioritizations.