

ACS528 DIVERSITY, EQUITY, AND INCLUSION IN ASA, CSSA, AND SSSA COMMITTEE

A. Status: Special Committee

B. Composition and Tenure:

A minimum of twelve members plus a Chair, which should include an undergraduate, graduate, and early career member. Members are appointed for three-year terms (undergraduate term is two years) with four members up for reappointment or replacement each year. Representation from each of the other DEI focused committees should have a seat on this committee to enhance coordinated efforts, including DEI members-at-large from the ASA, CSSA, and SSSA Boards of Directors and the ACS732 Annual Meeting Program Planning Committee. The chair serves a two year term and may be reappointed for an additional term. Each president appoints the representatives for their respective Society as vacancies occur. Additional members and external stakeholders may be appointed as needed and terms will be determined by the Presidents and Committee Chair. The Presidents jointly appoint the chair in consultation with the DEI Committee.

Sub-committees both within this committee and across other committees may be established as needed to advance the goals and programmatic activities related to diversity, equity and inclusion initiatives. Non-committee members may serve on these temporary sub-committees in order to expand expertise as deemed appropriate.

Committee members will bring an open and un-biased mindset when conducting their work. It is recognized that with different perspectives come different voices. The expectation is that all committee interactions will be open and respectful with no one person dominating conversations, so all voices are heard.

Due to the strategic nature of the committee, members will simultaneously bring their unique voices while considering and making decisions that reflects the objectives of the DEI Initiative (ensuring diversity, equity, and inclusivity throughout ASA, CSSA, and SSSA members as well as staff.

It is expected that committee members will actively participate in at least 2/3rds of scheduled meetings (electronically or face-to-face) and email exchanges. It is anticipated that the committee will meet monthly via online conferences. Additional research, readings, and discussions may also be held outside of the monthly conferences. Anticipated time monthly is 1- 3 hours.

C. Functions:

1. The committee is a collaborative group dedicated to enhancing equity within our sciences, inclusion throughout our Societies, and in turn increasing diversity in people and perspectives. The committee works to address the overall Societies' DEI initiatives as informed by members, the Board of Directors, the elected leadership and staff
2. Serve as an advisory committee to promote the status of those in under-represented groups in the Societies.
3. To submit periodic reports, as requested, to the ASA, CSSA, and SSSA Boards of Directors and annual report.

4. Serve as the nominations committee to select the candidates for the DEI member at large Board positions for the Society elections.

D. Presidential Responsibilities:

The ASA, CSSA and SSSA President:

1. Each president appoints the representative for their respective Society as vacancies occur. The Presidents jointly appoint the chair.
2. Cooperates with the Committee in its activities to promote the status of individuals in under-represented groups and to encourage opportunities for active roles in Society initiatives, programs and activities.