

D&I Committee:

Juliana Rangel-Posada, 2018 Chair	Susan Moser
Theresa Cira	Anne Nielsen
Bill Hendrix	Faith Oi
Andrea Lucky	Juliana Ugwu
Gloria McCutcheon	Ana Velez
Nick Manoukis	Jessica Ware, Governing Board Rep
Raul Medina	Ashley Kennedy, Liaison to SAC
Debi Sutton, ESA Staff Liaison	

Committee on Diversity & Inclusion was established in July 2015 as a “special committee” established by majority vote of the ESA Governing Board; it is not a standing committee. The committee will propose resources, programs, and services that will maximize D&I support among ESA members, and increase the cultural competency of ESA members. Composition of the committee includes a member to represent each branch, each ESA Section, at-large members, ESA staff, and a graduate student liaison.

The 2017-2018 goals include:

1. Increase the overall diversity of speakers in ESA programs by:
 - a. Providing program guidance to ESA annual and branch meeting program committees
 - b. Hosting diversity & inclusion events at ESA annual and branch meetings
 - c. Identifying underrepresented groups and D&I allies at ESA meetings
2. Increase the overall diversity of volunteers within ESA
3. Increase the completion rate of ESA member profiles with demographic data
4. Increase general awareness of the membership regarding the ESA initiative and the work of the D&I Committee

Each goal has a subteam working on advancing the goal. The overarching goal is to have diversity and inclusion become embedded into how ESA and its volunteers do business, keeping the initiative a priority for the Society by asking questions that will continue the conversation of how ESA can be more inclusive and diverse in its programs.

ESA membership will be compared yearly with the intent to determine impact of efforts. In addition, ESA will survey members to determine membership perception to support all members and if there is awareness of the D&I initiatives. ESA HQ is drafting a formal communication plan for increasing awareness of the initiative via e-mails, social media, and advertisements in ESA publications.

A detailed report on each objective has been provided to the ESA governing board on November 2017 and reports for each initiative can be provided by Debi Sutton, dsutton@entsoc.org.