

# ESA Committee on Diversity and Inclusion Statement of Purpose and Volunteer Description

Updated February 2019

## Committee History and Mission

To support ESA's [strategic principles](#), [mission and outcome statements](#), and to support diversity and inclusion within ESA and within the science, ESA's Governing Board approved the establishment of the Committee on Diversity and Inclusion (D&I) in July 2015. The initial term of this special committee is five years (July 2020) unless requested to continue by the ESA Governing Board.

ESA's [Statement on Diversity and Inclusion](#) was approved in 2016.

## Committee Goals and Activities

The Committee propose resources, programs and services to maximize diversity and inclusion support among ESA members, and helps increase the cultural competency of ESA members. The Committee's goals and supporting action items are developed with the overarching goal of having diversity and inclusion become embedded into how ESA and its volunteers do business, keeping the initiative a priority for the Society by asking key questions intended to spark a continuous conversation of how ESA can be more inclusive and diverse in its programs and services.

The Committee on Diversity and Inclusion has the following initial current goals:

1. Increase the overall diversity of speakers in ESA programs through
  - #1A - Providing program guidance to ESA annual and branch meeting program committees
  - #1B - Hosting diversity & inclusion events at ESA annual and branch meetings
  - #1C – 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

## Committee Composition, Terms, and Member Time Commitments

The ESA Committee on Diversity and Inclusion is a twelve-member committee, which includes one representative appointed from each ESA Section and one representative appointed from ESA Branch, plus two 'At-large' members appointed by the current ESA President. The committee chair is elected by committee members and serves for two years. Branch and Section leaders are encouraged to appoint ESA members who will actively represent their diverse constituencies and be engaged in the diversity conversation, not necessarily members

who identify as belonging to a diversity class. The presidential 'At-large' members are appointed for one year terms unless requested to serve for a second year by the sitting ESA President.

The Committee has a Governing Board representative assigned by the ESA President who shall vote on committee issues only in the case of a tie. The ESA staff liaison is Debi Sutton.

Typically, committee members spend between 3-5 hours a quarter on committee work and participating in conference calls. Incoming members join and outgoing members roll off of the Committee during its in-person meeting at the ESA Annual Meeting each November.

The Committee usually has conference calls every 6-8 weeks, lasting no more than an hour, to make sure that goals and supporting action items are moving forward. Additionally, one in-person meeting is held during the ESA Annual Meeting in November.

The Committee Chair is responsible for drafting and submitting two committee reports to the ESA Governing Board; one for the summer meeting (typically June or July) and one for the November meeting.

### **Committee Member Appointment Details**

As vacancies arise on the Committee, representatives are either appointed by ESA Branch and Section leaders or the Branch or Section holds an election to fill their position. Typically, open positions are filled in September/October each year. Interested individuals should contact their Branch and Section leaders for current information using the online ESA member directory.