

WASHINGTON STATE
Academy of Sciences
Science in the Service of Washington State

Diversity, Equity, and Inclusion Committee Charter

1.0 DEI Committee Objectives and Products

The Diversity, Equity, and Inclusion (DEI) Committee was formed as an ad hoc committee in response to current events in 2020. The Board of Directors approved the formation of a DEI Standing Committee in 2021. The WSAS DEI Statement, approved by the Board of Directors can be found on the WSAS [website](#).

The DEI Committee serves to examine the current and future practices of the WSAS to advise on operational and organizational improvements and implementation to better reflect the goals listed in the DEI Statement below. These roles include but are not limited to, the engagement of the broader membership in DEI initiatives and activities, both internal and external, project committee selection, and all DEI programming.

Diversity, Equity, and Inclusion Statement

The Washington State Academy of Sciences requires and values the diversity of its membership, staff, volunteers, consultants, and others who seek to contribute to our mission and recognizes that inclusion and equity are vital to ensure all viewpoints, perspectives, and talents are brought to bear in addressing Washington State's most important challenges.

- WSAS commits to **seeking diversity**, recognizes talent is broadly distributed in society, acknowledges that unique perspectives drive innovation, appreciates the broad dimensions of identity, and confronts historic barriers and contemporary hurdles that shape and distort participation and success in education and all professions.
- WSAS commits to **engendering equity** that removes barriers, promotes access, and supports positive working, convening and social environments in all our programs and events.
- WSAS commits to **fostering inclusion** that recognizes the significant contributions of diverse and underrepresented populations, celebrates multiple approaches and points of view in developing optimal solutions, builds capacity to strengthen the scientific community, and fosters and encourages relationships within WSAS working, convening and social environments in all our programs and events.

2.0 DEI Committee Structure and Procedure

Per the Bylaws, all standing committees must include no fewer than two (2) directors within their membership. The Committee Chair is appointed by the Board of Directors to serve one three-year term, with the possibility of serving a second subsequent three-year term, contingent upon the endorsement of the Committee and the Board. Each Committee member is appointed by a consensus vote of the current Committee members and selected to serve one three-year term, with the possibility of serving a second subsequent three-year term, contingent upon the endorsement of the Committee. The assigned WSAS Staff member serves as an Ex Officio non-voting member.

An advisory committee will be formed of representatives from each of the other standing and ad hoc committees. Service on the advisory committee will be non-exclusive with service on the standing DEI

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Committee. Advisory Committee members will remain in their position for the duration of their term on their representative committee, contingent upon the endorsement of the Advisory Committee members and the standing committee chair.

3.0 DEI Committee Guidelines

All committee members must adhere to the [WSAS Code of Conduct](#) at all times. All committee members must adhere to the DEI Behavioral Guidelines at all times. Continuous refusal to adhere to these standards may result in removal from the committee.

4.0 DEI Committee Meeting Schedule

The DEI Committee holds quarterly meetings, at a minimum, in October, January, April, and July of each year. This schedule may be amended to meet the demands of DEI initiatives. Additional meetings may be called at the discretion of the DEI Committee Chair, at any time.