

SS29 SSSA INCLUSIVITY ASSESSMENT COMMITTEEA. Status: Special CommitteeB. Composition and Tenure:

The committee will consist of 10 voting SSSA members, with staggered terms, representing diversity within the Society and two Ex-Officio members including the current SSSA President (non-voting) and the SSSA Board of Directors DEI Representative (voting). The committee leadership will be two co-chairs, elected by the committee. The committee accepts volunteers. A member of this committee will serve as the liaison with the ACS DEI Committee to enhance coordination and communications. A member of this committee will serve as the liaison with the ACS Women in Science Committee to enhance coordination and communications.

Committee members serve three-year terms and may be re-appointed.

A staff liaison will be appointed by the Chief Executive Officer.

C. Guidelines for Participation

The work and accomplishments of the SSSA Inclusivity Assessment Committee happen through the commitment of the committee members. To help the committee successfully reach its goals, committee members are asked to commit to the following:

- Actively participate in 2/3 of the full committee conference calls.
- If attending the Annual Meetings, actively participate in the scheduled committee meeting and participate in activities sponsored by the committee

D. Functions:

1. Analyze, evaluate, and assess annual metrics for representation, recognition, and inclusion across the diversity of members in the Society in governance, awards, fellowships, etc. Review what other societies are observing and doing.
2. Post meaningful statistics on our SSSA Society webpage for members to view and use. Post current action items that the society is implementing based on these data and statistics. Statistics are to be routinely updated on an annual basis.
3. Provide analyses, trends, assessments, and recommendations annually to groups charged with policy, governance, and programming. These groups may include the Board of Directors, Early Career Members Committee, Graduate Student Committee, Women in Science Committee, Diversity Committee, Annual Meetings Planning Committee, and others as needed.
4. Provide input to headquarters and aid in drafting public responses to Diversity, Equity and Inclusion issues as needed.
5. Execute new charges at the request of the SSSA Board of Directors. The committee may also initiate their own charges that are within the scope of the above functions which should not

duplicate or compete with the charges of other Society committees. However, the group may collaborate on new charges with other groups, divisions, and committees within the Society (e.g., those listed in Function 3) and form cross-committee subcommittees as needed.

F. Presidential Responsibilities

1. Appoint members to the committee in years when an appointment term completes.
2. Support the work of the committee to ensure progress in its initiatives.