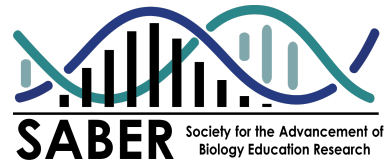


Diversity & Inclusion Committee Charge

SABER



Date Adopted: 7/1/2019

Responsibilities

- **Purpose:** To ensure SABER continuously works to become an inclusive, safe, and equitable society that benefits from diverse perspectives and voices.
- **Duties:** Specific duties should include:
 - Conducting a needs assessment (e.g., online survey) of SABER members to determine current strengths and weaknesses of the society in terms of diversity and inclusion
 - Developing a Code of Conduct for the SABER National Meeting. Some examples can be found at
 - <https://www.grc.org/about/grc-policies-and-legal-disclaimers/>
 - <https://www.evolutionmontpellier2018.org/code-conduct>
 - <https://www.frontiersin.org/articles/10.3389/fmars.2016.00103/full>
 - Ensuring that the Code of Conduct includes clear reporting procedures and mechanisms for following up and acting upon reports
 - Crafting a Diversity and Inclusion Statement for dissemination and posting on SABER website
 - Some language in the bylaws could modify...
 - Establishing a process for collecting data on who attends SABER (e.g., demographic information, etc. during registration process) to better understand who we are reaching and who we are not yet reaching
 - Creating programs for broadening participation on the national meeting (e.g., recruiting/advertising efforts, travel awards to support the inclusion of individuals from groups not yet well represented at SABER)
 - Interfacing with Abstract Committee to ensure diverse voices and perspectives are represented among abstracts accepted for talks
 - Make diversity a factor for “murky middle” scored abstracts?
 - Have a rubric category related to diverse perspective/study contexts/inclusion research?
 - Interfacing with the Meeting Committee and Speaker Committee to ensure featured/invited speakers represent diverse voices and perspectives
 - Figuring out how to more widely incorporate student centered practices into talks (i.e., best practices for teaching incorporated into talks presented at SABER)
 - Advocate for this from the important angle of equity and inclusion...especially as related to differential abilities of participants and presenters

- Bring in more on Universal Design for Learning (UDL). Make sure our meeting adheres to UDL standards
 - Bioquest or QUBES folks have worked on this
 - **Reporting:** The Diversity & Inclusion Committee reports to the Executive Committee.
-

Accountability

The Diversity & Inclusion Committee receives its charge from the Executive Committee.

Membership

- **Number of Regular Members:** As many as interested in committing to contribute
- **Determination:** Voluntary by expressing interest to committee chair(s). The following individuals have already expressed interest in serving on this committee
 - Natalia Caporale - ncaporale@ucdavis.edu
 - Shayla Shorter - sshorte@emory.edu, sshorter1@gmail.com
 - Robert Erdmann - robert.m.erdmann@gmail.com
 - Laura Beaster-Jones - lbeaster-jones@ucmerced.edu
 - Karen Gonzalez - um_kgonzalez@suagm.edu
 - Katey Cooper - Katelyn.Cooper@asu.edu
 - Stacy Ochoa - sochoamikrut@ucsd.edu, stacy.ochoa@gmail.com
 - Colin Harrison - colin.harrison@biosci.gatech.edu
 - Beverly Smith-Keiling - smithbev@umn.edu
 - Jana Marcett - MarcettJ@hssu.edu
 - Linda Green - Linda.Green@georgetown.edu
 - Pavan Kadandale - pavan.k@uci.edu
 - Kelly McDonald - mcdonald@csus.edu
 - Kelly Lane - alane6@unl.edu
 - Joshua Reid - jwr4k@mtmail.mtsu.edu
 - Tanya Josek - tjosek@ilstu.edu
 - Jeff Schinske - schinskejeff@fhda.edu
 - Sara Brownell - sbrownel@asu.edu
- **Ex officio Members:** Potentially one member from the Executive Committee
- **Non-voting Members:** None
- **Term of Service:** Request two year commitment?
- **Chair:** Appointed by Executive Committee