WSWS Officer and Committee Report

Office or Committee Name: Diversity & Inclusion (D&I) Ad-hoc Committee
Officer or Chairperson Name: Elizabeth Mosqueda
Date of Preparation (include year): 7/10/2024

Activities during the year:
The D&I committee met to initiate the process of transitioning from Ad-hoc to standing committee. We decided to start this process by drafting the committee's normal duties of the year to be included in Chapter II-Duties of Committees and Editors of the societies Operating Procedures.

Recommendations for Board Action:
1. Review the draft D&I Committee section of the Operating Procedures below.
2. Vote to transition the committee from Ad-hoc to standing.

Draft D&I Committee section of WSWS Operating Procedure:
Diversity and Inclusion Committee
The Diversity and Inclusion Committee is comprised of at least three members and the second-year member will be the Chair. A student member may also be appointed with consultation with Student Liaison to the Diversity and Inclusion Committee. The Private Member or Public Member at Large is the Board of Directors contact for the Diversity and Inclusion Committee. The Board of Directors contact will switch between Private Member to Public Member at Large each year depending on what group the President Elect represents.

The Diversity and Inclusion Committee will serve as a resource and advisory body for the society and the Board of Directors, offering expertise and guidance on matters pertaining to diversity and inclusion within the organization. In addition, the committee will be tasked with implementing at least one initiative annually that advances diversity and inclusion objectives for the society. The structure for this initiative is outlined below.

1. Selection of Focus Area: The Diversity and Inclusion Committee shall annually select one of the three areas outlined in the Policies for Implementing the WSWS D&I Mission Statement to focus on for the year. These areas are Annual Meeting, Operating Procedure, or Student Membership Opportunities.

2. Strategic Development: Upon selecting a focus area, the committee will strategize on the development of initiatives or projects aimed at promoting diversity and inclusion within

the chosen area. This may include training programs, review and revision of policies, diverse speaker panels, inclusive programming, networking opportunities, mentorship programs, scholarship and grant opportunities, inclusive student outreach, or any other initiatives that address key diversity and inclusion goals.

3. Board Approval: The developed proposal shall be shared with the Board of Directors for review and approval during the Summer Meeting. The committee will present its strategic plan, providing rationale and expected outcomes for the proposed initiatives. Board approval ensures alignment with the society's overall mission and goals.

4. Implementation: Upon receiving approval from the Board of Directors, the Diversity and Inclusion Committee will proceed to implement the proposed initiatives. This may involve coordination with other committees or societies, allocation of resources, and monitoring of progress towards established objectives.

Budget Needs:
None

Name of Person Preparing This Report:
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