Diversity & Inclusion section of WSWS Webpage

The WSWS D&I ad hoc committee would like to create a new sub-tab within the “Society” tab of the WSWS web page titled “Diversity & Inclusion.” This tab will include the following 4 sections.

The D&I committee has been using the ASA diversity, equity and inclusion webpage as a reference. https://www.agronomy.org/diversity/

We would also like to request that the D&I tab be features/incorporated into the homepage somehow. We were thinking if one of the photos that home page scrolls through could mention D&I and have a link leading to the D&I tab. I’ll also make sure to run this by Sandra and others to make sure it’s ok. Thanks and please let me know if you have any questions!

-Elizabeth Mosqueda

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Sections for Diversity & Inclusion page:

1. WSWS Diversity & Inclusion

Western Society of Weed Science Diversity and Inclusion Mission Statement

The Western Society of Weed Science is committed to fostering an inclusive environment where people from all backgrounds have an opportunity to grow and flourish. In the field of weed science, diverse backgrounds, minds and experiences are what makes us thrive. This upholds our commitment to foster and encourage education, research, and management in weed science and represents the values we uphold as well as the work we do. Western Society of Weed Science is on a journey to live the values that have made us a welcoming and successful organization by cultivating a diverse and inclusive community.

The WSWS Diversity and Inclusion Mission Statement is meant to act as an introduction to our society's D&I commitment and efforts and resonate with both members and potential members. It may be referred to and included in WSWS documents, messages, webpages as well as other ways.

Policies for Implementing the WSWS D&I Mission Statement

The following three areas (WSWS Meeting, WSWS Operating Guide and discussion with incoming Board of Directors and committee chairs, and Student Member Opportunities) were identified by the D&I ad-hoc Committee as key areas that D&I efforts should target for the next few years. Following each key area listed below are details on how the D&I committee, with the help of society members and Board of Directors, will implement change for each area.

The WSWS strongly believes that each person brings something unique to the field of weed science in the form of ideas, perspectives, backgrounds, and personalities. We are committed to creating an inclusive community and give every person equal access to opportunities within the society so that everyone is heard, understood, and welcomed.

Below are the key areas we will focus on with actions to help make our community more inclusive.

WSWS Annual Meeting

- Continuously work with meeting attendees to collect input for diversity and inclusion initiatives to ensure all members are represented at all levels in the society
- The D&I ad-hoc Committee chair will be an active member of the General Program section of our annual meeting
- Consider locations for our annual meeting that would contribute to the economic viability of both large and small cities and pick locations for pre-conference tours and activities that could also contribute to the economic viability of smaller communities
- Work with our Site Selection Committee and members to formulate a Land Acknowledgement statement to properly recognize and respect Indigenous Peoples as traditional stewards on any land on which WSWS members hold society business or carry out research

WSWS Operating Guides:

- Encourage Nominations Committee to consider members with diverse backgrounds when suggesting the slate of nominations for leadership positions to the Board of Directors
- Work with the Executive Committee and Constitution and Operating Procedures representative to develop diversity and inclusion information to present to incoming leadership teams
- Encourage incoming presidents to consider diversity and inclusion when filling committee assignments
- Augment existing material on our website and Operating Guide to have more inclusive language and vocabulary

Student Member Opportunities:

- Recommend scholarship/funding opportunities to be allocated to underrepresented groups
- Encourage students to participate in our annual Student Night Out event to enhance their student and member opportunities

2. WSWS D&I Survey

The following information is specific to WSWS members and not intended to be generalized to all weed scientists

Figures indicating results will be made for each of the following questions included in the D&I Survey:

- Preliminary information for demonstrating our existing strengths and the factors we are trying to work on or improve
- Career Stage data

- How included do you feel
- Do you feel all members are represented

3. Previous Actions

- Appointment of the Diversity & Inclusion ad hoc Committee
- A draft WSWS Diversity & Inclusion Statement was made by the D&I ad hoc committee
- The WSWS Diversity & Inclusion Statement was officially adopted
- 2021 WSWS Annual Meeting - D&I Social Hour
- 2021 D&I Survey

4. List of D&I committee members names & contact information of Chair or WSWS main email.

Position	Name	Sector
Chair	Elizabeth Mosqueda (elizabeth.mosqueda@maderacollege.edu)	Academia
Member	Lisa Jones	Academia
Member	Dirk Baker	Industry
Member	Steven Haring	Academia
Member	Albert Adjesiwor	Academia
Member	Lesley Beckworth	State/Federal
Member	Julie Kraft	State/Federal
Member	John Coyle	