



**WSWS Officer and Committee Report  
October 2021**

**Office or Committee Name:** Diversity & Inclusion Ad-Hoc Committee

**Officer or Chairperson Name:** Elizabeth Mosqueda

**Date of Preparation (include year):** 10/15/21

**Activities during the year:**

The WSWS D&I Ad-Hoc Committee is currently finalizing content and structure for the new D&I section of the WSWS website. Below is a draft outline of the three sections we hope to have on the website. We also sent a request to President Sandra McDonald that the home page of the website be modified to introduce the new section of the website and to create more traffic to this section.

1. WSWS Diversity & Inclusion
  - a. WSWS D&I Mission Statement
  - b. Policies for Implementing the WSWS D&I Mission Statement
2. WSWS D&I Survey Results
  - a. Figures and graphs depicting the results acquired from the 2021 D&I Survey
3. Previous Actions
  - a. A timetable showing members/potential members what actions have taken place within our society to improve D&I efforts
  - b. Exp:
    - i. Appointment of the Diversity & Inclusion ad hoc Committee
    - ii. A draft WSWS Diversity & Inclusion Statement was made by the D&I ad hoc committee
    - iii. The WSWS Diversity & Inclusion Statement was officially adopted
    - iv. 2021 WSWS Annual Meeting - D&I Social Hour
    - v. 2021 D&I Survey

**Recommendations for Board Action:**

The WSWS D&I Ad-hoc Committee would like to request a modification to the WSWS membership/annual meeting registration where we add the following two OPTIONAL questions:

- Ask for member/registerers gender
- Ask member/register if they identify as a person of color

The committee believes these two questions would help with the goal of identifying where the society stands with gender distribution and serves as a start to measuring demographics among members and conference participants. This data will also aid with transparency for members or potential members when selecting a society to be a part of. This will also help the D&I committee by being able to keep track of any trends in either of these cases.

**Budget Needs:**

NA

**Name of Person Preparing This Report:**

Elizabeth Mosqueda