DEI Committee Purpose Statement

The SMS DEI Committee exists to:

- Advance diversity, equity, and inclusion (DEI) in academia, recognizing that truly effective equity and diversity work is never finished.
- Promote a global and inclusive view of diversity by incorporating DEI into the strategic priorities and action plans of SMS.
- Position SMS as a source of DEI expertise to universities and corporations.

Shared Definition of DEI at SMS:

- o <u>Diversity</u>: The SMS is committed to an appreciative, conscious and respectful approach to diversity and individuality. The Committee believes that the SMS, other professional associations, and universities can better achieve their missions by drawing on the skills, talents, and perspectives of a broader and more diverse range of scholars, and that the diversity of viewpoints that comes from different life experiences stimulates knowledge creation, enhances debates, and strengthens decision making. The plurality of life experiences may result from such factors as gender, ethnicity, race, religion, sexual orientation, physical and psychical abilities, among others. The Committee therefore aims to improve the representation of hitherto under-represented groups and to support the involvement of such groups in academic life.
- o <u>Equity</u>: The Committee promotes a fair treatment of all individuals and seeks to provide fair access to resources and opportunities (such as leadership, conferences, and publications) for all members. The Committee strives to remove systemic inequity and to support the advancement of members of under-represented groups.
- o <u>Inclusion</u>: The Committee works to build a culture of trust, candor, and respect within the SMS — none of which is possible without a culture of inclusion – and supports others in doing the same. Universities, professional associations, and other organizations that cultivate an inclusive culture encourage organizational members to bring their perspectives, identity, and life experience to the joint pursuit of organizational goals. An inclusive organization welcomes and celebrates differences and ensures that members with different life experiences are equally engaged and respected, sharing power and responsibility for the organization's mission and work.

Function:

The primary function of this standing Committee is to monitor and develop DEI across all SMS program areas and publications.

- The Committee supports the SMS as the organization becomes more intentional about having a diverse representation, providing equitable access to resources and opportunities, and building a culture of inclusion.
- The Committee sends a clear message to members and the broader community that SMS and its leadership are dedicated to DEI and responsive to the diverse needs and capabilities of SMS members.

- The Committee provides guidance to SMS regarding the design and implementation of DEI activities as well as the allocation of resources for DEI activities.
- The Committee provides a spotlight on the ongoing efforts around DEI. The Committee transparently communicates the progress made and proactively raises awareness of existing inequities, potential biases, and counter-measures.
- The Committee encourages SMS members to participate in and contribute to DEI activities. The Committee also helps SMS members gain the skills necessary to meet the needs of and reflect the diverse communities they serve.

We commit to:

- Oversee and serve in an advisory capacity to monitor the implementation, progress, and ongoing evaluation of DEI efforts across SMS board, committees, journals, publications, Interest Groups and Communities, programs, and conferences to ensure cohesive and coordinated efforts.
- Support and review the development, implementation, and codification of SMS policies, actions and initiatives related to DEI issues and trends reflective of the community at large and serving as a proactive resource for SMS programs and leadership.
- Monitor the progress made on DEI issues regularly.
- Encourage and facilitate diversity in SMS membership and participation in SMS publications, programs, and activities.
- Provide a forum to monitor, discuss, and address diversity issues and trends in the field.
- Facilitate an awareness of how and why diversity is linked to the future of the field and the organization including supporting a dedicated web presence to provide transparency and clarity on DEI policies and actual measures.
- In recommending new programs, policies, and activities, the Committee will take into account and seek to address the resource implications of DEI activities.
- In coordination with SMS staff, plan and facilitate programming that supports raising awareness of and educating the membership on current DEI topics.
- Encourage and facilitate diversity in SMS leadership and leadership development, such as creating opportunities and eliminating barriers for membership enrollment and leadership opportunities.
- Sensitize SMS stakeholders (such as universities and firms) to possibilities of increasing DEI.
- Update/revise the responsibilities of the Committee over time.

Committee structure:

The Committee's composition is designed to increase diversity by encouraging SMS members to have their voices heard and represented on the Committee. Members of this Committee will include Board directors, leadership of SMS Programs, and members-at-large. Members of this Committee are expected to work collaboratively with the SMS Executive Committee, SMS Board of Directors, SMS Interest Groups and Communities, SMS Committees, SMS Office, SMS publications, and SMS program leadership.

Meeting Cadence/Expected time commitment per quarter:

The Committee will report to the Board of Directors annually or as requested on its activities and progress. It is anticipated that once the Committee is established it will meet quarterly as well as communicate by email and other means between meetings. Every member is expected to spend

approximately 2-3 hours/month on Committee work and is encouraged to spend further time on additional outreach, advocacy, and member support activities.