

CHARGE

The Diversity, Equity, Accessibility, and Inclusion (DEAI) Committee is charged with developing and implementing strategies to guide the Federation's efforts to foster diverse, equitable, accessible, and inclusive research, training, and professional environments. The DEAI Committee reports to the FASEB Board of Directors.

OBJECTIVES

The DEAI Committee will:

1. Provide input on the development and implementation of FASEB's DEAI initiatives.
2. Oversee implementation of FASEB's DEAI strategic plan, including providing annual updates to the Board on progress towards goals and new opportunities or challenges.
3. Identify opportunities for FASEB to collaborate with FASEB member societies and external entities/organizations on DEAI initiatives.
4. Support funding opportunities for FASEB to increase external support for DEAI Programs.
5. Serve as ambassadors for FASEB's DEAI initiatives.

MEMBERSHIP

Voting Members:

- Vice President-Elect for DEAI
- Immediate Past Vice President for DEAI
- One representative from each FASEB full member society (staff or volunteer), including the following expertise/career stages:
 - Administration of DEAI-focused programming across career stages
 - DEAI policy and regulations
 - Experience in academia, government, industry, and nonprofit sectors, including recruitment, promotion, and retention practices
 - Recipient of DEAI-focused training/career development support
 - Trainees (graduate student/postdoctoral scholar)
 - Early-Career Investigators
 - Established Investigators

Non-Voting Members:

- Vice President for DEAI
- FASEB President
- FASEB President-Elect
- FASEB Executive Director/CEO
- FASEB Deputy Executive Director and Director, FASEB Office of Public Affairs
- FASEB Director of Strategic Scientific Program Advancement
- Staff Liaison

MEMBERSHIP TERMS

Members serve 3-year terms beginning on July 1 of the year appointed and ending on June 30. Members can be reappointed for one additional consecutive term for a maximum of six (6) years with eligibility for further service after a one-year lapse.

The Vice President for DEAI serves a single one (1) year term and may not be reappointed.

The Vice President-Elect for DEAI and Immediate Past Vice President for DEAI also serve single one (1) year terms. They are eligible for further reappointment as a representative of a Full Member Society after a one-year lapse.

MEMBERSHIP SELECTION

Members: DEAI Committee members are nominated by a FASEB full Member Society to serve as its liaison and voting representative to the committee. Committee members should have expertise relevant to development and implementation of DEAI and/or professional development programming for research-intensive and associated career paths and prior or current engagement with a member society DEAI committee (or related group).

Vice President and Vice President-Elect for DEAI: Current or past members of FASEB's Board of Directors with 4 years of service and/or individuals with at least 2 years of service on any of the following FASEB Committees are eligible to be nominated to serve as officers:

- Audit Committee
- Development Committee
- DEAI Committee
- Excellence in Science Award Committee
- Executive Committee
- Finance Committee
- Leadership Development Committee
- Meetings Committee
- Membership Committee
- Publications Committee
- Science Policy Committee

Biographic, demographic, and scientific diversity in governance is an overarching goal of the Federation, and the Board seeks to appoint members to Federation committees who represent this diversity.