

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. Serve as ambassadors for FASEB's DEAI initiatives.

MEMBERSHIP

Voting Members (12 – 15):

- Chair
- Vice-Chair
- Representatives of FASEB full member societies (staff or member), representing 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:

- FASEB President
- FASEB President-Elect
- FASEB Executive Director/CEO
- Director, FASEB Office of Public Affairs
- FASEB Director of Science Policy

Staff Liaison:

- FASEB Manager of DEAI Initiatives

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 to a maximum of six (6) years with eligibility for further reappointment after a one-year lapse.

The Chair serves a single 2-year term. After completing the term, the past Chair serves 1 year as a member to assist the new Chair.

The Vice Chair serves a single 2-year term.

MEMBERSHIP SELECTION

Members: DEAI Committee members are nominated by their Member Society to serve as their 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).

Chair: current or past member of the DEAI committee with remaining term eligibility. Candidates for Chair may be nominated by other members of the Committee or self-nominate with final approval conferred by the FASEB Board of Directors.

Vice-Chair: current or past member of the DEAI committee with remaining term eligibility. Candidates for Vice-Chair may be nominated by other members of the Committee or self-nominate with final approval conferred by the FASEB Board of Directors.

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.