



DEI Activities Move Forward

August 16, 2023



The ASA, CSSA, and SSSA DEI Committee actively plans Annual Meeting activities, including a DEI Summit, Diversity Student Poster Contest, Diversity Research Poster Session, and Diversity Showcase Poster Session. Photo by Remsberg.

Our ASA, CSSA, and SSSA core values guide our efforts and long standing commitment to proactively build a culture where every person can develop and apply their limitless potential in the fields of agronomy, crop, soil, and environmental sciences. Activities that build a more diverse, equitable, and inclusive Societies are happening everywhere! Today we are providing updates on the Diversity, Equity, and Inclusion in ASA, CSSA, and SSSA Committee's top three priorities from the 2023 DEI Recommendations Report (agronomy.org/files/DEI/dei_recommendations_report.pdf). They are:

Professional Conduct and Anti Harassment Policy Development

Two key activities are being coordinated by a working group of the DEI Committee:

Ombuds Program

Establish a Society wide Ombuds program, ensuring that reporters of harassment are safe and have emotional support. *The initial DEI Ombuds and Advocate program launched at the 2022 Annual Meeting with an external Ombuds consultant on-site during the meeting to hear concerns and assist in resolutions. No harassment issues were reported and feedback included the need to integrate more DEI awareness into the meetings, provide a stronger welcome and commitment to international attendees, communicate about the availability of the Ombuds, and continue building the program. The Ombuds program will again be part of the 2023 Annual Meeting.*

Ethics Committee

An Ethics Committee will be developed to:

- 1. Review and update conduct policies (mid year 2023)**
- 2. Develop investigation and resolution policy guidelines (year end 2023)**

An Ethics Committee Development task force was requested by the ASA, CSSA, and SSSA Boards of Directors. The work of the task force has been completed with committee guidelines developed for approval at the ASA, CSSA, and SSSA Boards of Directors in

June 2023.

Mentoring

Establish a working group to review and provide input into a mentoring system. Conduct an assessment and development requirements for a robust mentoring program that connects members within and across Societies. Report and recommendations due by spring 2024.

The working group has developed an assessment plan, has fielded a survey to a group of members on options for a mentoring program, has gathered possible system provider information, and is identifying current mentoring activities within and external to the Societies. A recommendation report is anticipated by late fall 2023 with a development phase in the first half of 2024.

Education/Training

Establish a working group to develop an education and professional development plan with a DEI focused lens. A working group formed in spring of 2022 *and has developed a matrix of educational topics and is hosting a series of three webinars this year. A final report is in process with an estimated completion by the end of 2023.*

In addition to the commitment and work of the DEI Committee members to move the recommendations forward, the group actively plans Annual Meeting activities, including:

- **DEI Summit**
- **Diversity Student Poster Contest**
- **Diversity Research Poster Session**
- **Diversity Showcase Poster Session**

The Women in Science Committee will also host a workshop on overcoming gender bias. Watch for more information and visit acsmeetings.org/program for details.

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