Memorandum
Date: November 19, 2021
Re: SETAC North America DEI Self-Assessment Preamble
From: Tamar Schlekat

The preparation of the SETAC North America (SNA) diversity, equity and inclusion (DEI) self-assessment was instigated by requests from global members for information typically included in a Corporate Social Responsibility (CSR) report. Since the typical components of a CSR are not a perfect match for a nonprofit member association like ours, it was determined that a self-assessment for each of SETAC’s values will be prepared to have available in lieu of a CSR report. As a start, a DEI self-assessment was prepared and ratified by the SNA Board of Directors on November 14th, 2021. In the absence of a template similar to that of a CSR report for societies that we are aware of, the questions used were gathered from several resources for CSR reports for corporations and publication outlets and modified to fit a member association including: integrity next, global reporting initiative, non-profit quarterly, and tool kit for equity.

While the DEI self-assessment was prepared entirely by staff, as a member association, it is acknowledged that SETAC work is advanced by collaborative work between us and members. SETAC recognizes the large number of people who have worked to advance inclusion at SETAC over years, as volunteers, governance members and staff. This includes leadership at the global and geographic unit level, and members in the global publication advisory committee, editorial boards, the ad hoc ethics committee, the affectionately called ad hoc no-name committee, and the Indigenous Knowledge and Values Interest Group. Further SNA recognizes members who work to advanced DEI efforts including the SNA women in SETAC group, the women in chemistry, the inclusive diversity committee, and the DEI and the innovate the annual meeting ad hoc committees. Further, we recognize the many individuals who have provided insight and ideas to improve equity at SETAC over the years. If we forgot to include anyone, please know it was not deliberate, but a testament to the large number of people involved pushing for advancing inclusion at SETAC.