

Inclusive Diversity 2019 Annual Report

SNA IG/Committee name: Inclusive Diversity Committee

Submitted by: Austin Gray and the SRG Steering Committee (below)

Date: October 18th, 2019

SRG Steering Committee

Name	Contact	Sector	Role	Term
Austin Gray (AG)	Adgray2@uncg.edu	Academia	Co-Chair	2019-present
Latonya Jackson	jacks3la@ucmail.uc.edu	Academia	Co-Chair	2019-present
Blair Paulik	blair.paulik@gmail.com	Private	Vice-Chair	2019-present
Liz Miller	lizm@sfei.org	Private	Chair of the LGBTQ+ Subcommittee	2019-present
Anna Lewis	anna.m.lewis@duke.edu	Academia	Chair of Recruitment Subcommittee	2019-present
Tisha King -Heiden	tking-heiden@uwlax.edu	Academia	Board Liaison to the CDC	2019-present
Sarah Bowman	sarahrbowman@gmail.com	Government	Board Liaison to the CDC	2019-present

2019 ACTIVITIES AND ACCOMPLISHMENTS

- Formed a Google Group to help in facilitating and distributing information to members of the committee
- Compiled a Standard Operating Procedure and Long-Range Plan to submit to the Board of Directors
- SOP and Long-Range Plan were both approved by the Board of Directors in the Summer of 2019
- Appointed Blair Paulik to serve as our Vice-Chair
- Released Globe article in August to highlight meeting activities and recruit members to serve in leadership roles of the group
- Planned our annual meeting activity (Gathering of Empowered Minds Social) in collaboration with the Program Committee as well as the SETAC Office
- Formed a fundraising subcommittee (Led by Blair Paulik)
- Coordinated with the Fundraising and Program Committee as we fundraised this year
- Recruited members from the committee to serve as chairs of the LGBTQ+ subcommittee and Recruitment Subcommittee
- Created flyers to advertise the committee at the annual meeting
- Pronoun badges made available through the committee to distribute at the annual meeting
- Held monthly calls every 2nd Tuesday of the month since January to facilitate information and discuss relevant topics

CHALLENGES/OPPORTUNITIES

- **Recruiting members to serve in leadership capacities.** The Inclusive Diversity committee mission is to represent a wide range of individuals from various groups. To effectively do so, we feel we should have subcommittees dedicated to specific groups. We have been actively recruiting to have individuals serve in these capacities. We hope to use the momentum at the annual meeting to recruit members to the committee but also members that wish to serve in leadership positions. We plan to have an email sent out at the beginning of 2020 to help with recruitment.

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- **Recruiting diverse individuals to SETAC.** An essential mission of the committee is the help recruit underrepresented individuals. Reaching out to institutions that serve minorities is a key priority; however, many challenges come with that. We are brainstorming ways to appeal to these target areas but, fundraising is a big issue; the other is ensuring that there is a known benefit to attending the annual meetings and joining SETAC for these underrepresented groups. If these benefits aren't correctly advertised and expressed within the makeup of SETAC, it may make this a more challenging effort than anticipated.
- **Fundraising.** Thanks to the efforts of Blair Paulik and the fundraising team, we have raised over 2200K thus far to assist in offsetting the cost for our annual meeting event. One challenge our group faces is the restrictions we have in place by the endowment committee. We are tasked to recruit but not from donors that other committees have previously asked. We understand the rationale behind this, nevertheless, we also feel that our committees' goals and mission are different. Our mission may present a unique situation where donors may also want to contribute to our group as opposed to or as well as others because of the focus on diversity and inclusion.

2020 Inclusive Diversity plans

1. Discuss ideas for the 2020 event while at the CDC annual face to face meeting in Toronto
2. Blast email to recruit members
3. Establish liaisons with various committees including
 - a. **Program Committee**
 - b. **Public Outreach Committee**
 - c. **Membership Committee**
 - d. **Endowment Committee**
 - e. **Early Career Committee**
 - f. **North American SETAC Student Advisory Council**
4. Start a fundraising campaign at the start of 2020 to develop a fundraising plan for 2020
 - a. Speak with the Program Committee, SETAC Office, and exhibitor planning team
5. Conduct outreach campaigns to target HBCUs, Minority Serving Institutions, and groups that support Latinx and Tribal groups in STEM to promote attendance at SNA regional and annual meetings.
6. Determine what social event we plan to host at the annual meeting in 2020.

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Communication and discussions

Participation on monthly calls for 2019 varied through month to month. Table 1 details call attendance as well as topics that were discussed. The ID committee has not set limitations on participation and anyone interested is free to participate in any committee activities. Following calls, we would disseminate meeting minutes to all members that were a part of the Google group.

Table 1. Member and Guest Information from Monthly Conference Calls			
Meeting	Members	Guest	Discussion Topics
3/12/2019	16		Overview of the ID committee Updates pertaining to the SOP and LRP progress Monthly Conference call voting Fundraising plans moving forward Nominations for subcommittee chairs Discuss social event for Toronto
4/9/2019	16		Summary of SOP and LRP activity Social event for Toronto decided Prices for annual meeting tickets determined Draft fundraising letters
5/14/2019	7		SOP and LRP currently under revision Blair Paulik appointed as Vice Chair ID event posted on the meeting website Drafting donor list for fundraising
6/11/2019	9		Fundraising initiative started Compiling list of donors to crosscheck with Endowment committee Preparation for Globe article submission
7/9/2019	9		ID committee SOP and LRP approved by SNA BoD Adjust fundraising letter to include link to meeting site and donation site
8/13/2019	8		Blair Paulik taking over fundraising initiative and starting subcommittee Potential distribution of pronoun badges at the annual meeting Anna Lewis and Liz Miller step into subcommittee chair roles
9/10/2019	7		Update on fundraising efforts Pronoun stickers distribution at annual meeting Discussion to have the ID committee co-chairs speak at the opening ceremony Meeting flyers
10/8/2019	8		Fundraising update (2200.00 estimated) (not including tickets for GEM event) ID co-chairs have approval to speak at the opening ceremony SETAC office will help in distributing pronoun badges Volunteer duties for Toronto

