**DEI COMMITTEE PROPOSAL FOR CONSIDERATION BY COUNCIL**

**Date of meeting: 16 March 2022**

The DEI committee recognizes the importance of diversity along various marks of differences (including age, disability, ethnicity, nationality, gender or expression, generation, language, organizational function and level, race, religion, belief and spirituality, physical characteristics, sexual orientation, academic rank and thinking/learning styles among others) and that diversity is the organisation’s (IASNR) source of strength and creativity. Thus, the DEI committee has deliberated on issues deemed important in bringing about cultural and ethical changes within the IASNR space as a basis for creating an inclusive, welcoming and enriching environment for all. We note that several issues we discussed have already been addressed by the Council and organization including (i) allowing speakers at conferences to present in their native language or organizing sessions in other languages and (ii) writing diversity and inclusion statements (or other documents) in other languages.

The committee proposes the following items for consideration by Council:

1. **Re-designing the organization’s logo**: The logo is the point of identification and a symbol that IASNR members and non-members use to recognize the organization. We believe the current logo does not represent the new IASNR, including DEI values. The DEI committee believes changing the logo is a short-term goal and proposes that this issue be resolved by June next year (2023). Changes to the logo could involve minimal adjustment to the white faces, but more likely a wholesale revamping of the logo to conform with contemporary design standards. We have mulled over how the DEI committee can be involved in such a process e.g., creating a review committee, but thinking carefully about who would be on the review committee and how they would be selected . A key aspect to consider in the process for changing the logo is that people should be given (i) direction on achieving this without creative constraints and (ii) an opportunity to explain their image. A logo design competition was proposed for consideration.
2. **Creating awards, alongside Membership Committee, focused on improving diversity:** The DEI committee views this as a medium-term goal. We propose more thinking along what the current awards are, what is their purpose, whom do they recognize, and the selection criteria for recipients within the lenses of DEI. We propose that the Awards Committee review and update criteria for determining academic achievements and for achieving DEI through redefining academic excellence. Key questions that might guide this process include: what does excellent scholarship mean? what and whom are we promoting, including worldviews? Beyond advancing theory and methods, how can we incorporate other DEI criteria into the selection of award recipients? We propose all awards to fit within the DEI mission of integrating achievements and research across disciplines. The DEI can be given the mandate to dig deep and look at awards together with other committees and report back at the next Council meeting.