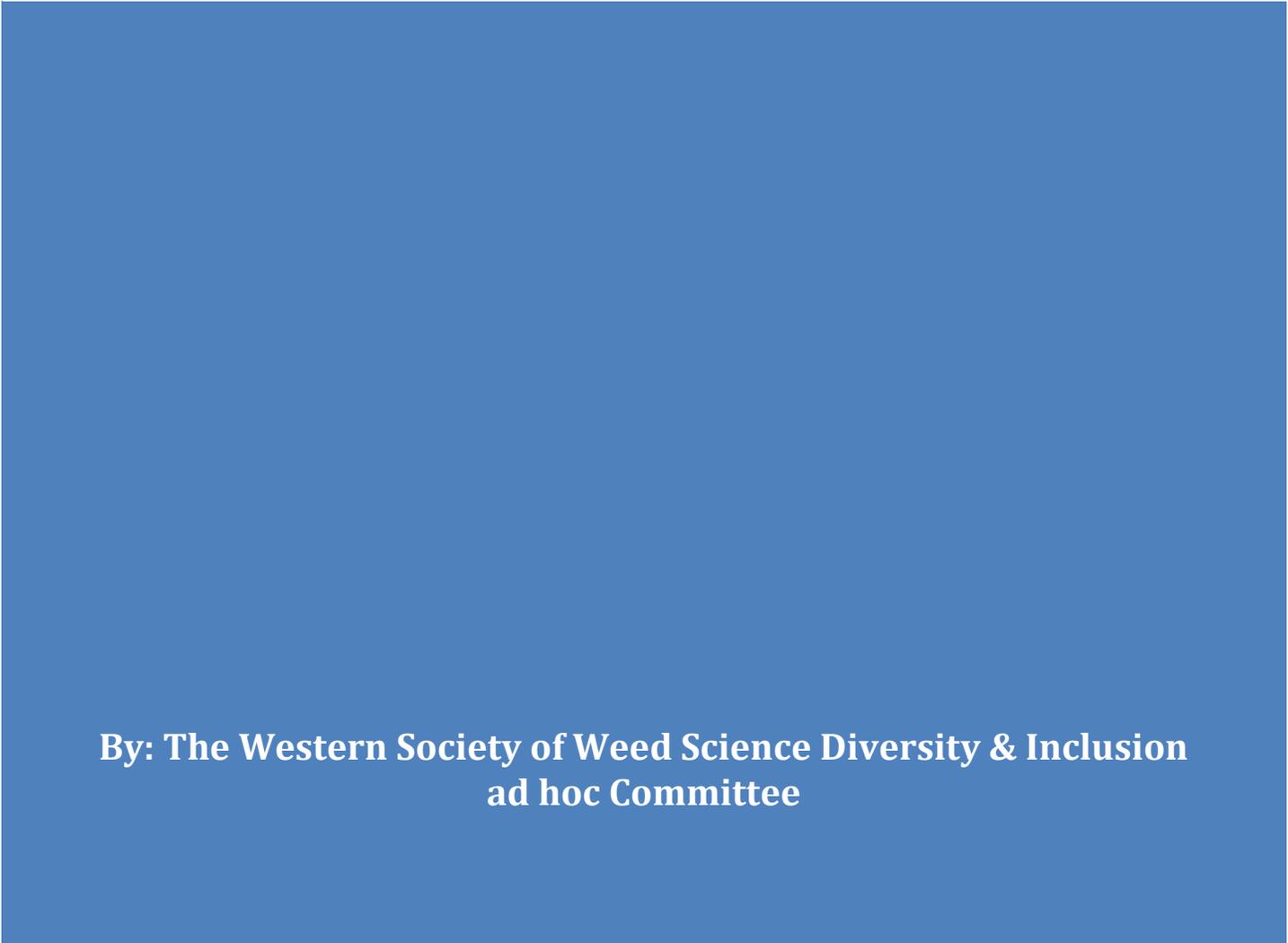




**Western Society of Weed Science
Diversity and Inclusion Mission
Statement Proposal**



**By: The Western Society of Weed Science Diversity & Inclusion
ad hoc Committee**

Western Society of Weed Science

Diversity and Inclusion Mission Statement

Background:

In 2020, the Western Society of Weed Science (WSWS) President Corey Ransom and Board of Directors created an ad hoc Diversity and Inclusion (D&I) committee with Elizabeth Mosqueda as chair (for the full list of committee members see below).

The committee was asked to:

- Draft a D&I Mission Statement for WSWS
- Draft Policies for Implementing the WSWS D&I Mission Statement
- Draft series of questions for WSWS D&I Survey and implement during the annual meeting
- Present the finalized WSWS D&I Mission Statement to WSWS members
- Vote on the adoption of the D&I Mission Statement during March 2021 annual meeting

Mission Statement:

The **WSWS Diversity and Inclusion Mission Statement** is meant to act as an introduction to our society's D&I commitment and efforts and resonate with both members and potential members. It may be referred to and included in WSWS documents, messages, webpages as well as other ways.

Following is the proposed WSWS Diversity and Inclusion Mission Statement that will be voted on during the 2021 WSWS Business Meeting of the annual meeting. If you have input before the meeting please contact one of the D&I committee members listed below.

Proposed WSWS Diversity and Inclusion Mission Statement

The Western Society of Weed Science is committed to fostering an inclusive environment where people from all backgrounds have an opportunity to grow and flourish. In the field of weed science, diverse backgrounds, minds and experiences are what makes us thrive. This upholds our commitment to foster and encourage education, research, and management in weed science and represents the values we uphold as well as the work we do. Western Society of Weed Science is on a journey to live the values that have made us a welcoming and successful organization by cultivating a diverse and inclusive community.

Draft Policies for Implementing the WSWs D&I Mission Statement

The following three areas (WSWS Meeting, WSWs Operating Guide and discussion with incoming Board of Directors and committee chairs, and Student Member Opportunities) were identified by the D&I ad-hoc Committee as key areas that D&I efforts should target for the next few years. Following each key area listed below are details on how the D&I committee, with the help of society members and Board of Directors, will implement change for each area.

The WSWs strongly believes that each person brings something unique to the field of weed science in the form of ideas, perspectives, backgrounds, and personalities. We are committed to creating an inclusive community and give every person equal access to opportunities within the society so that everyone is heard, understood, and welcomed.

Below are the key areas we will focus on with actions to help make our community more inclusive.

WSWS Annual Meeting

- Continuously work with meeting attendees to collect input for diversity and inclusion initiatives to ensure all members are represented at all levels in the society
- The D&I ad-hoc Committee chair will be an active member of the General Program section of our annual meeting
- Consider locations for our annual meeting that would contribute to the economic viability of both large and small cities and pick locations for pre-conference tours and activities that could also contribute to the economic viability of smaller communities
- Work with our Site Selection Committee and members to formulate a Land Acknowledgement statement to properly recognize and respect Indigenous Peoples as traditional stewards on any land on which WSWs members hold society business or carry out research

WSWS Operating Guides:

- Encourage Nominations Committee to consider members with diverse backgrounds when suggesting the slate of nominations for leadership positions to the Board of Directors
- Work with the Executive Committee and Constitution and Operating Procedures representative to develop diversity and inclusion information to present to incoming leadership teams
- Encourage incoming presidents to consider diversity and inclusion when filling committee assignments
- Augment existing material on our website and Operating Guide to have more inclusive language and vocabulary

Student Member Opportunities:

- Recommend scholarship/funding opportunities to be allocated to underrepresented groups
- Encourage students to participate in our annual Student Night Out event to enhance their student and member opportunities

Questions

Questions on this material may be directed to any of the WSWS D&I ad hoc committee members listed below.

WSWS Diversity & Inclusion ad-hoc committee

Name	Position	Email
Elizabeth Mosqueda	Chair	elmosqueda@csumb.edu
Vanelle Peterson	Member	vanellep@yahoo.com
Steven Haring	Member	sharing@ucdavis.edu
Albert Adjewor	Member	aadjewor@uidaho.edu
Lesley Beckworth	Member	Lbeckworth@tcweed.org
Julie Kraft	Member at large	jakraft80@gmail.com
John Coyle	Member at large	avweeds@gmail.com