



People and Member Culture Committee

Statement of Purpose: The AAPS People and Member Culture Committee is a standing committee chartered by and reporting to the AAPS Board of Directors (BOD).

The committee's primary role is to advocate for pharmaceutical scientists from diverse backgrounds.

The People and Member Culture Committee's guidance assists the Board of Directors with ensuring that AAPS is a welcoming organization to all scientists; provides a transparent, inclusive experience for all members; and creates equitable access to valuable, personal and professional development opportunities for all members.

The Committee is charged with:

- 1) Surveying members about their experiences and needs in the DEI space related to personal and professional development.
- 2) Preparing reports for the BOD about AAPS' membership that draw on both internal and external benchmarking data to illuminate challenges affecting AAPS members within the organization.
- 3) Representing the interests of the general membership in AAPS nomination and selection processes for programs, products, and services that use volunteers, or that select members for recognition or opportunities, to assess whether these systems are supporting a diverse membership and providing inclusive and equitable access to members.
- 4) Advising the BOD on changes to nomination and selection processes in order produce a measurably more diverse membership with inclusive and equitable access to professional and personal development opportunities through AAPS.
- 5) Developing training for AAPS volunteers to ensure adherence to AAPS' core values as they relate to diversity, equity, and inclusion.
- 6) Recommending to the BOD goals, metrics, and a workplan to drive AAPS to become a more diverse, inclusive, and equitable association.
- 7) Assisting the Board in understanding the trends that are affecting the development of future scientists, and ensuring those scientists will want to participate in AAPS.
- 8) Monitoring progress against a BOD-approved workplan on DEI.
- 9) Appointing liaisons to AAPS Committees as directed by the BOD or requested by AAPS Committees.

The committee operates in accordance with AAPS Bylaws for Committees.

Committee Composition and Terms of Service

The committee's work includes advocating for scientists who find less representation of themselves in AAPS. As such, when selecting committee members, the BOD will consider members who possesses: a diversity of educational and professional experiences and backgrounds; a diversity of lived experiences; various levels of previous service in AAPS leadership; and special experience and training with DEI initiatives.

The People and Member Culture Committee has 8–12 members, including:

- Chair
- 8-9 members
- Staff liaison
- Board liaison appointed annually by the president

The chair and committee members are drawn from the membership through an open Call for Volunteers.

Requirements for All Committee Members:

- Membership in AAPS at time of appointment and throughout service
- Experienced in exchanging information electronically and comfortable with collaboration platforms including the AAPS Communities
- Ability to convene online or in-person as appropriate to deliberate committee business
- Open view of DEI for all members, including by gender, race, age, scientific orientation, and other demographics and experiences

Desirable Experience:

- Experience in AAPS volunteer leadership
- Experience implementing DEI-related initiatives
- Experience in management and leadership

Terms of Service:

Committee members are appointed to two-year terms, with the option of renewing once at the chair's discretion (meaning a committee member may serve a maximum of 4 consecutive years). Committee members may apply to re-join after a one-year absence from the committee.

The chair has a three-year term, including a year as vice chair, a year as chair, and a year as past chair, which may extend their service on the committee.

Out of Scope:

The People and Member Culture Committee is an advisory group, and may not:

- Select speakers or sessions for AAPS virtual and face-to-face events, unless invited to assist by a programming committee, such as a Scientific Programming Committee
- Select recipients of AAPS awards and honors, unless invited to assist by the Awards Committee or Fellows Committee
- Create AAPS Communities
- Evaluate AAPS staffing
- Edit or modify the AAPS Bylaws or other governance processes
- Edit or modify the AAPS Women in Pharmaceutical Sciences Community charter, or the charters of other AAPS components