

AAPS Diversity Equity and Inclusion (DEI) Task Force

The AAPS **Diversity Equity and Inclusion (DEI) Task Force** is seeking volunteers to serve on the task force starting in November 2017. The goal of the task force is to look at the approved DEI Committee charge (below), assess the scope of work and revise as needed to identify achievable and measurable goals. We invite you to please review the material on the committee's current statement of purpose and volunteer job description, and provide the information requested by **Monday, October 16, 2017**.

Task Force Responsibilities:

- **Meet monthly for 3-6 months**
 - **Conduct necessary research/cull data to inform Task Force decisions**
 - **Produce a short set of recommendations for proposed DEI committee charge**
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DEI Committee Charge, as Originally Approved:

Statement of Purpose: The AAPS Diversity, Equity, and Inclusion (DEI) Committee fosters career development of all AAPS members across all sectors and career stages for pharmaceutical scientists with a special focus on issues of relevance to women and other diverse member groups.

Highlighted Roles/Tasks:

- Examine and identify gaps in AAPS career services related to women and other diverse member groups in the pharmaceutical sciences workforce
- Identify, develop and support the delivery of content at the Annual Meeting and year-round programming on diversity, equity, inclusion and gender issues related to a diverse workforce and population
- Foster integration of and collaboration with activities of the Career Development Committee, Meeting Content Programming Committee, eLearning Committee, AAPS Awards Committee and other relevant AAPS Committees on the development of programming and year-round content related to gender and diversity issues and work-life balance
- Research, identify and expand implementation of skill content areas related to diversity, equity and inclusion.
- Identify hard and soft skill requirements for pharmaceutical scientists focusing on diversity and gender-related issues
- Assure fair, equitable and inclusive representation of women and other diverse member groups on committees, forums, recognition and other opportunities in AAPS

Job Description for Committee Members:

Committee members should have an interest and knowledge of:

- Issues related to diversity, equity and inclusion in the workforce, workplace, and in AAPS organization
- Working knowledge of best practices related to fostering a work culture of inclusion and tolerance
- Professional experience or contacts that have implemented diversity programs or served in roles associated with inclusivity initiatives
- An understanding and awareness of industry and professional organization efforts related to:
 - Women in science and the workplace
 - Minority members in science and the workplace
 - LGBTQ members in science and the workplace