

## **Diversity Language for the Board of Directors and Committees**

*Approved by the AAPS Board on March 18, 2020*

The American Association of Pharmaceutical Scientists (AAPS) Board of Directors has had several discussions related to diversity and the many facets of diversity. This document contains language to be used for guiding the AAPS Nominations Committee in preparing the election slate (Board of Directors positions). It also provides guidance for constituting standing and ad hoc committees and task forces within AAPS.

AAPS is a very diverse organization. It is diverse in all of the customary ways in which the term “diversity” is used. In other words, AAPS is diverse in regard to: occupation, gender, ethnicity, national origin, nationality, and age.

AAPS is also quite diverse in terms of the educational backgrounds and research specialties of its members. While one does not normally think of a member’s research expertise when one considers diversity, it is important to do so because the Board of Directors and the Scientific Programming Committee (especially) determine programming at PharmSci 360. If it should happen that programming for a certain segment of membership is absent from PharmSci 360, it would pose a risk for the organization in terms of potential membership loss.

Thus, the following language was approved:

***It is important to the success of the organization that the various views and perspectives which are held by members are represented on: the Board of Directors, standing committees, ad hoc committees, and ad hoc task forces. To that end, it is desirable for the foregoing bodies to be diverse in regard to member: occupation, gender, ethnicity, national origin, nationality, age, and scientific discipline.***

The foregoing statement does not imply that committees need to be large. Rather, it presents the principle that all of the ways in which members are diverse should be considered as election slates are determined and as committee/task force appointments are made.