



## ASSP Diversity, Equity and Inclusion Task Force

In listening to our members and learning from our 109-year history, we understand that achieving a culture of safety and equity requires more consistent and purposeful action. That's why in June 2020, our Board of Directors voted to establish a task force that will help clearly define our goals for diversity, equity and inclusion (DEI). Our president and our CEO will actively participate in this group as it develops a recommended action plan to present to the board in January 2021. We believe this plan will help us better support a diverse membership reflective of our entire profession.

The task force will be comprised of 10 to 12 ASSP members representing the diverse voice of safety professionals who have expressed interest in advancing diversity, equity and inclusion within ASSP. The task force will be a board task force and will be chaired by ASSP President Deb Roy. The group will guide the Board of Directors in holding the Society accountable in the integration of diversity, equity and inclusion into all aspects of ASSP.

We expect many members will indicate interest in joining this task force and supporting our initiatives in this area. While we cannot add everyone who completes the form to the task force, every member who wants to share their voice and contributions will be kept informed and listened to throughout the task force's work.

### Key Responsibilities

- Recommend a singular focus by defining diversity, equity and inclusion for the Society.
- Transform ASSP's Society Operating Guide on diversity (SOG 2.3).
- Examine relevant data, and review organizational structures, programs, policies and procedures to further our goal of building a culture of safety and equity.
- Guide the development of the recommended strategy and plan of action to help ASSP better support a diverse membership reflective of our entire profession.
- Provide leadership within the organization and across our member communities on diversity, equity and inclusion conversations and initiatives.

### Membership Requirements and Criteria

- ASSP member in good standing
- Sincere passion for driving organizational improvement in diversity, equity and inclusion management
- Skilled in change management, effective communications and/or organizational development
- Commitment and ability to investigate with an open mind and to work in a collaborative environment

### Benefits to members

- Gain leadership skills and experience





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- Expand network of OSH professionals
- Influence change within ASSP and the OSH profession
- Contribute to the profession's understanding of how an inclusive organizational culture improves workplace safety

## Time commitment

- Estimated 3 to 5 hours per month, including monthly virtual task force meetings.

## Term of office

- Task force will be active September 8, 2020, to January 31, 2021.

After the task force concludes, the application and implementation of diversity, equity and inclusion strategies will evolve, based on the task force's guidance and recommendations.

