



## Charter - Diversity and Inclusivity Committee

**Background:** The Association for Fire Ecology (AFE) has a goal of improving the understanding, knowledge, and safe, effective management of wildland fire in support of land and resource management. AFE strives to facilitate discovery, advancement, and communication in wildland fire science, strategic and tactical planning and implementation, and leadership.

During the course of standard activities, AFE conducts large-scale conferences as a means to enhance communication, learning, and information dissemination. Recently, it has been brought to the attention of the Board of Directors that modern conferences are demonstrating inequity in plenary speaking roles. Several of these conferences have presented programs having female and minority speakers constituting less than 25% of the total. While this is not the only area where inequities exist, it serves as a valuable indicator and reminder of the prevalence of this issue.

The need to promote and recognize diversity, equity, and inclusivity is an issue pervasive to the professional wildland fire disciplines, including ecology and management agencies and departments, other government bureaus, and major technological companies. Actions must be taken to counteract the current status quo. AFE represents the wildland fire community and profession. As this profession grows, AFE must work to fulfill its leadership role by demonstrating that we understand the value of diversity and inclusivity, how this promotes learning, increases strength, increases capacity, and provides recognition where it is deserved, in addition to encouraging diversity in the next generation of wildland fire professionals. We must implement clear corrective actions to reverse underrepresentation.

AFE hereby establishes a Diversity and Inclusivity Committee. It will focus on AFE efforts to improve diversity and inclusivity in all activities. The Committee will consist of representatives from the AFE Board and membership and seeks to leverage the widest range of experience and ideas, include representation of diverse viewpoints, and ensure equal opportunity to participate.

Establishment of this Committee will create a mechanism for AFE to clearly recognize this problem, implement constructive, impactful and more effective actions, and further the diversity and inclusivity goals of the Association. As AFE and the International Association of Wildland Fire (IAWF) are attempting to work more closely together, develop a stronger focus on common objectives, and facilitate inter-association communications, this committee will communicate regularly with IAWF's Diversity and Inclusivity Committee and seek synergies in improving inclusivity in the wildland fire profession. Where common goals can be achieved, the two committees may work in tandem.

**Mission:** AFE seeks to engage people with diverse backgrounds and perspectives. Becoming and operating as a fully diverse and inclusive organization will strengthen our discipline, provide essential



resources, grow our understanding, and allow the identification of new ways to address, understand, and implement solutions to complex wildland fire management problems, and is essential to fulfilling our mission. We seek to promote an environment designed to embrace differences and diversity, where all members of the fire community feel welcome, safe, and valued.

The Mission of the Diversity and Inclusivity Committee is to monitor AFE activities to ensure that diversity and inclusivity goals are always considered, assess the degree of commitment and achievement, and to report updated information to the Association Board on status and accomplishments. The Committee will observe the wildland fire profession and report trends in discrimination, harassment, and diversity and inclusivity. The Committee will strive to shift the pervasive culture of exclusion and harassment in many parts of the wildland fire ecology and management profession, helping to usher in a new era of fire ecology and management where representation of persons of different genders, races, ages, cultural backgrounds, and viewpoints, as well as other differences is the norm, not the exception.

## Scope:

- **Delegation of Authority:** The Committee is delegated authority by the signature at the end of this document to monitor Association activities and provide feedback and updates to the Board.
- **Roles and Responsibilities:** The Committee will perform its duties for the Association Board of Directors, Association members, and for the good of all individuals and groups involved in wildland fire ecology and management. The Committee will have the following goals and responsibilities:
  - Promote diversity and inclusivity in all Association activities.
  - Monitor and report to the Board on Association activities to ensure that diversity and inclusivity goals are considered in all activities and are being met.
  - Assist in conference planning to ensure that diversity in speaker selection is considered and accomplished.
  - Monitor and report on diversity in authors and reviewers of journal manuscripts.
  - Analyze and recommend actions to promote greater diversity and inclusivity in our membership, Board structure, and all other Association entities.
  - Promote diversity and inclusivity awareness through education, training, and mentoring support.
  - Identify any organizational structures or actions that oppress, exclude, limit or discriminate on the basis of race, gender, ethnicity, financial ability, sexual orientation, religion, disability or age.
  - Recommend actions to eliminate or mitigate organizational structures or actions that limit the ability of the Association to accomplish diversity and inclusivity goals.
  - Monitor and report on the progress of gender and diversity inclusivity in the broader wildland fire professions.
  - Provide input to Association Annual Reports on tracking, milestones, and continued actions.



- **Committee Operations:** The Committee will conduct and provide the following:
  - Meetings/Conference Calls (at least quarterly, more frequently as needed).
  - Review of conference speaker selection, participation on conference committees as appropriate, and provide input to conference committees as appropriate.
  - Board progress reports – report to the Board on frequency set by the Board (monthly or less frequently).
  - Annual Committee Report (to Administrative Director at end of calendar year).
  - Input to Annual Reports (at end of calendar year).
- **Committee Membership, Tenure, and Time Commitment:** The Committee will be comprised of members from AFE. While most committees limit size to four to six individuals, the need for skills, commitment, and expertise for this issue warrant a larger size committee. It will need sufficient committee strength to monitor a variety of activities, meet reporting and input guidelines, and to prepare reports. This Committee will consist of at least eight to ten members from AFE. Team members will be approved by the Association’s Board of Directors. Participation tenure will be for a three-year term, with the ability to continue for a second three-year term if approved.

Time commitment for Committee members will involve: quarterly telephone conference calls (average of one hour per call), support as appropriate to conference planning and program committees (for members of conference committees, average of one hour per month for up to 12 months in advance of conferences), preparation of reports to Boards (dependent upon frequency of reports but could average two - four hours per reporting period), support to Annual Report preparation (two - four hours per year to compile information), and ongoing monitoring of Association activities.

**Type of Committee and Duration:** The Committee will be a standing committee. This issue is viewed as not easily reversed and all Committee activities will be ongoing indefinitely with no set timeframe for completion.

**Signature:**

Date: 2018-September-28

Dr. Chris Dicus, President  
Association for Fire Ecology