

# + Report of the Secretary: Fabiola Ehlers—Zavala Diversity Initiatives

## *AAAL Secretary's Role in Relation to Diversity Initiatives*

The following have been discussions held with EC members since March 2019:

October:

- The need to periodically assess the sentiments of the membership on matters for Diversity and Inclusion.
- Identify opportunities for diversity training for AAAL members on an annual basis (possible collaboration with the On-Line Education and Outreach Co. and PAEC.
- Examining internal policies to ensure our language supports and encourages diversity in all the various facets of our work

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## *AAAL Secretary's Role in Relation to Diversity Initiatives*

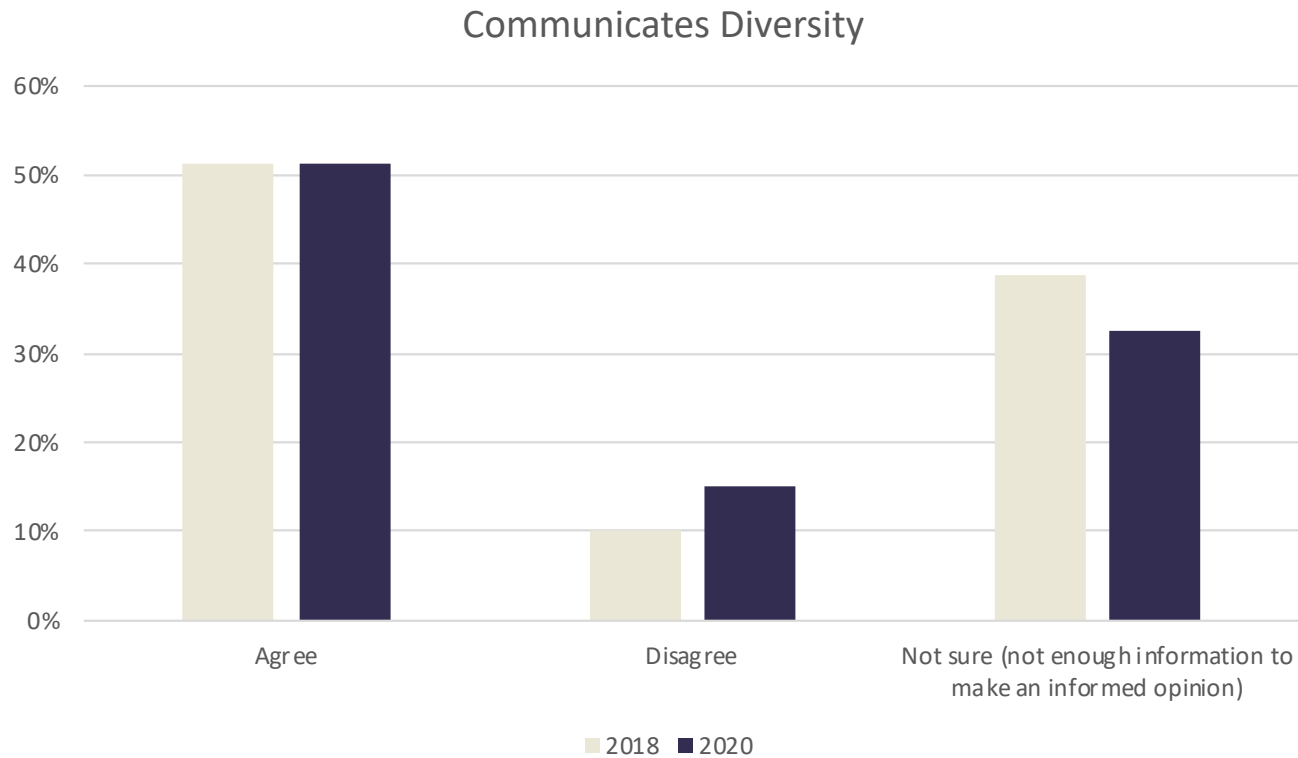
The following have been discussions held with EC members since March 2019: January / March

- Development of a template to engage the membership in a discussion of diversity (i.e., assess their sentiments on progress and solicit both feedback and ideas for additional initiatives we would like to see in place.
- Introduced in March: Discussion of the language in our website. Is it reflective of our values in the realm of *Diversity, Inclusion, Equity and Access*?
- Request to the EC for engaging in strategic planning to include and address all of the above.
- Results from the Diversity Section of the Membership Survey: Comments and Takeaways.

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Results from the Diversity Section of the Membership Survey: Comments and Takeaways

Q15. AAAL articulates and communicates its efforts effectively to enhance diversity and promote equity to its members

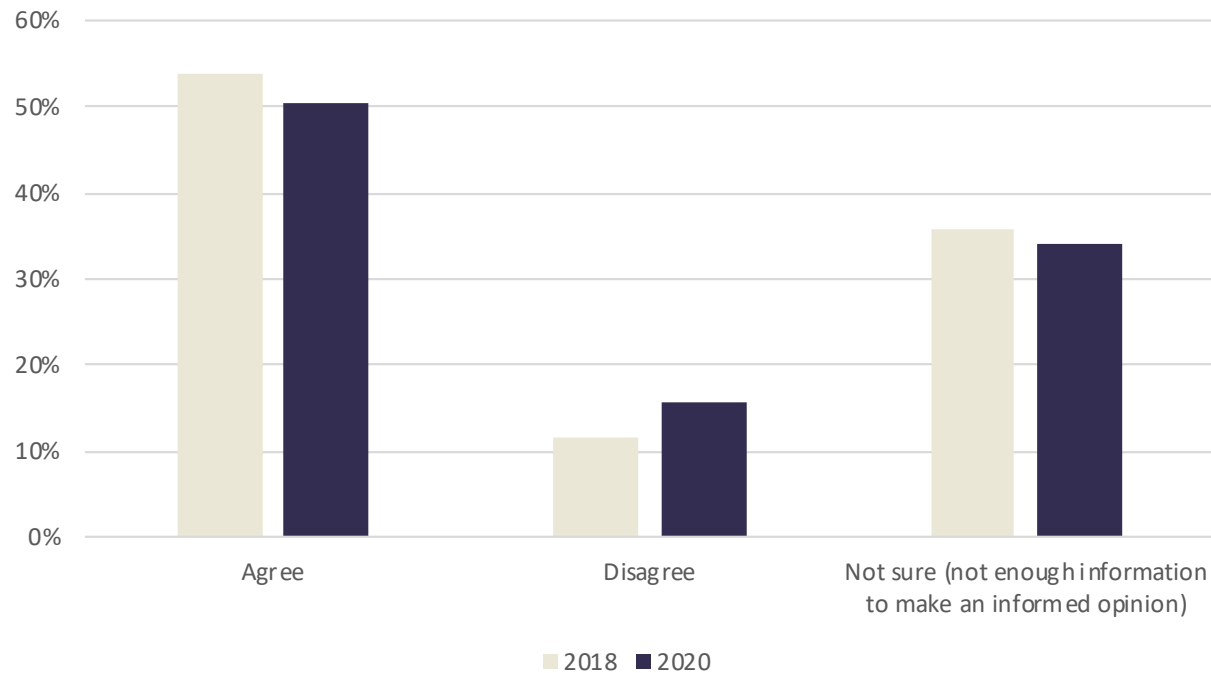


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Results from the Diversity Section of the Membership Survey: Comments and Takeaways

Q16. The AAAL conference provides opportunities for participants to share and discuss ideas across a range of theoretical perspectives and epistemologies, including non-Western ones that have been historically underrepresented

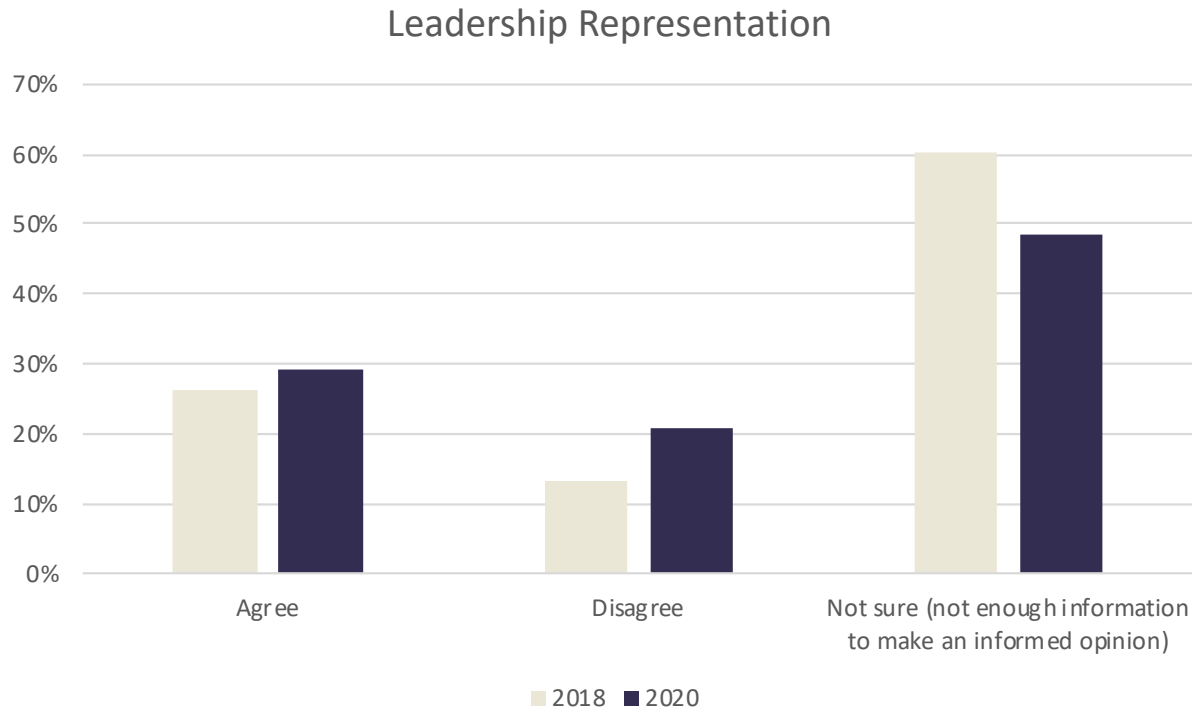
Conference Opportunities



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Results from the Diversity Section of the Membership Survey: Comments and Takeaways

Q17. Minority members (with respect to race, ethnicity, gender, language, religion, sexuality, national origin, disability, etc.) are represented in the AAAL leadership

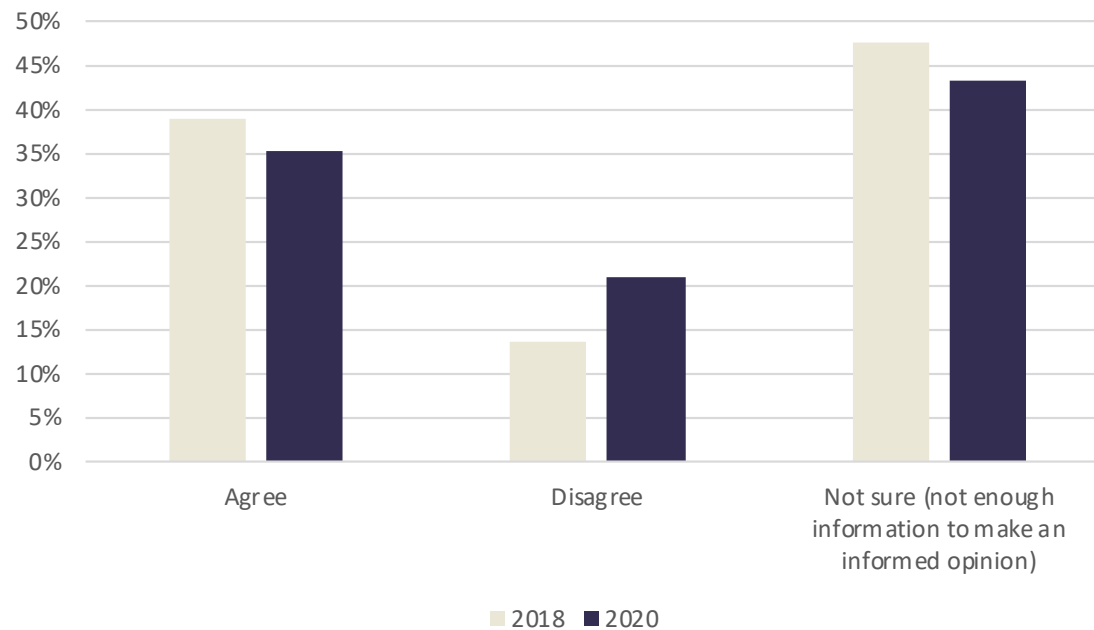


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Results from the Diversity Section of the Membership Survey: Comments and Takeaways

Q18. The plenary, invited, and special sessions at AAAL sufficiently reflect diversity (with respect to race, ethnicity, gender, language, religion, sexuality, national origin, disability, etc.) in terms of member representation

Invited Conference Speakers

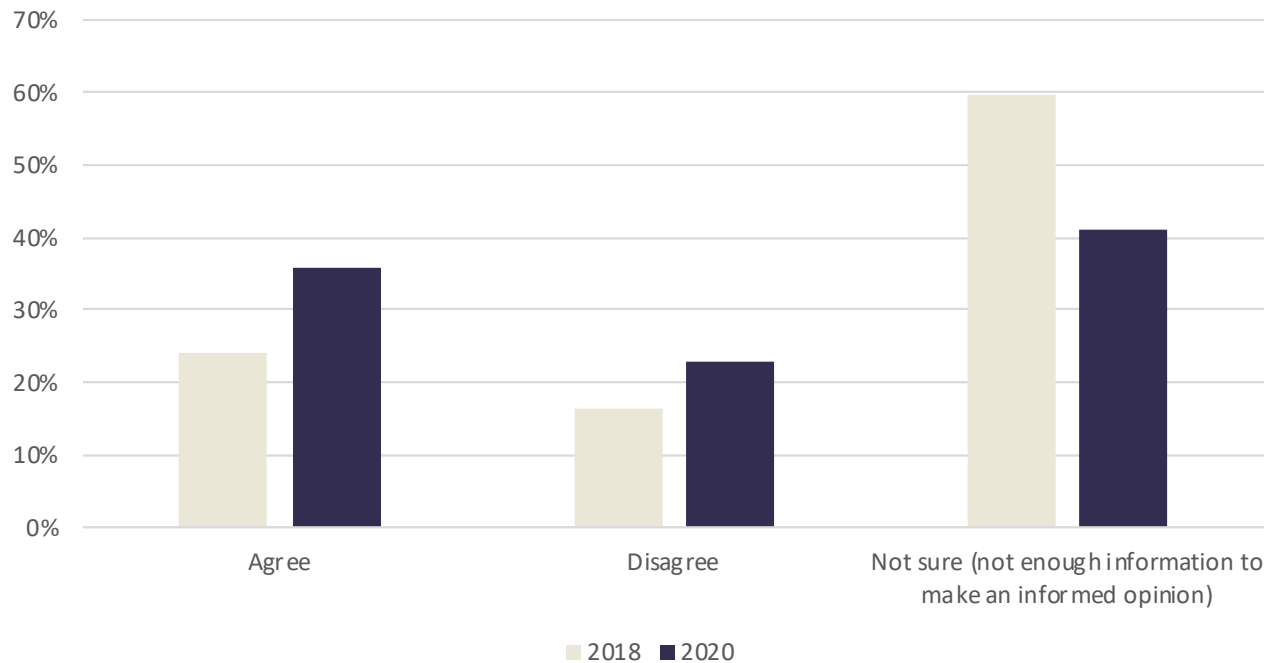


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Results from the Diversity Section of the Membership Survey: Comments and Takeaways

Q19. The AAAL conference effectively addresses Indigenous and endangered language issues

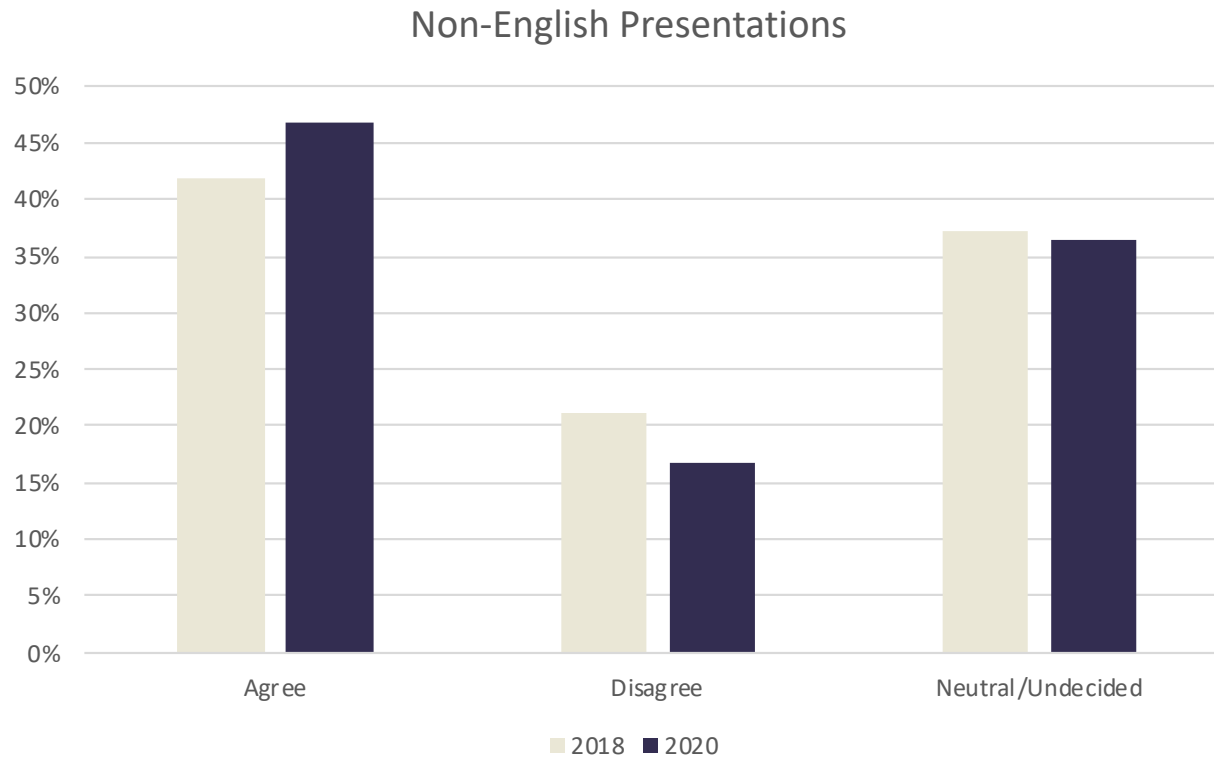
Indigenous and Engagered Language Issues



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Q20. It is important that AAAL conference presenters have the option to deliver their presentations in a range of languages other than English



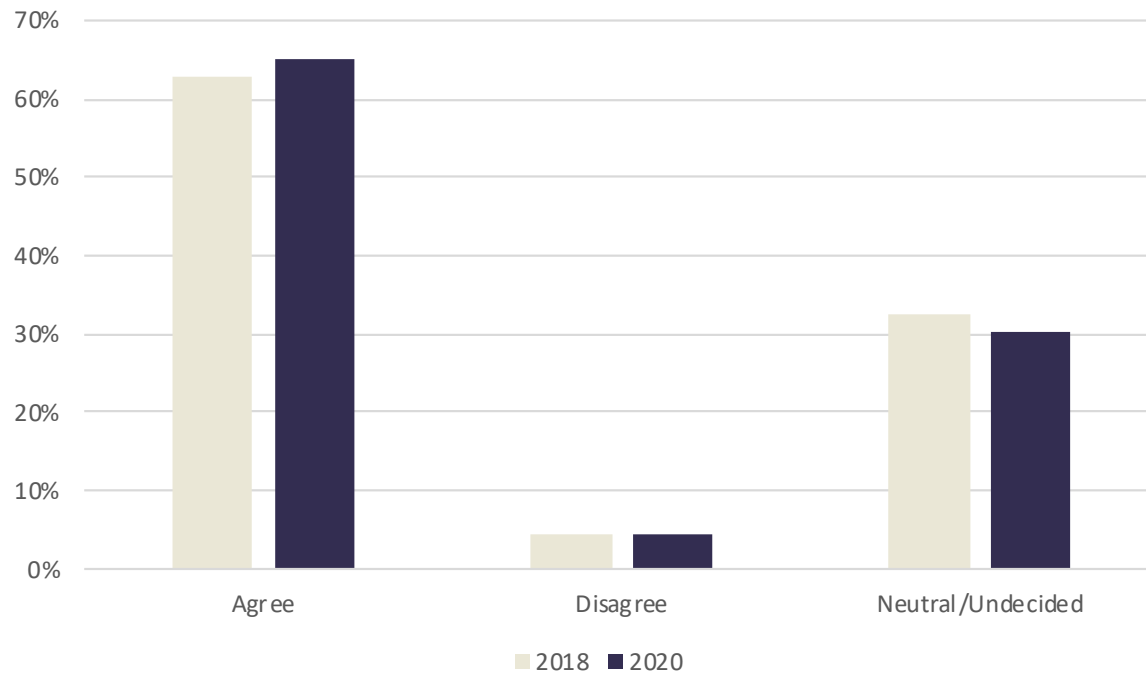


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Q21. In the spirit of engaged scholarship, AAAL Conference organizers should work towards establishing partnerships with local community organizations and institutions in the conference host city

Conference Local Community



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Q22. Overall, AAAL fosters an inclusive and supportive environment for its members

Overall Inclusive Environment

