

CHARTER FOR THE JUSTICE, EQUITY, DIVERSITY, AND INCLUSION OUTREACH GROUP

ARTICLE I. NAME

The name of this organization is the Justice, Equity, Diversity, and Inclusion Outreach Group (JEDI) of the American Statistical Association, hereinafter referred to as the Outreach Group. Justice is the impartial behavior of community members to reduce barriers for others. The principle of equity is the fairness of access, opportunity, advancement, and treatment of individuals ([J.E.D.I. Collaborative](#), accessed 24 July 2020). Diversity is the range of human differences, including but not limited to age, race, ethnicity, gender identity, sexual orientation, age, social class, physical ability, and religion. Inclusion is the involvement and empowerment of diverse members within a community where the inherent worth and dignity of all people are recognized and their true self and values are respected.

ARTICLE II. SCOPE

The objectives of the Outreach Group are the following:

1. bring together individuals and groups who have an active interest in collaborating on, enriching, and supporting justice, equity, diversity, and inclusion in Statistics and Data Science;
2. provide opportunities for members to study and discuss issues related to justice, equity, diversity and inclusion;
3. provide opportunities for members to learn how to create and sustain communities that are just, equitable, diverse and inclusive;
4. support groups within ASA in developing and maintaining best practices for justice, equity, diversity, and inclusion in ASA activities including committees, awards, etc;
5. advocate for justice, equity, diversity, and inclusion as guiding principles for all ASA groups and activities;

6. connect with other groups and individuals, within and outside the ASA, who are also working to create diverse, respectful, and inclusive scientific communities;
7. support the maintenance of a clearinghouse for resources related to justice, equity, diversity, and inclusion; and,
8. contribute to the program of meetings by the American Statistical Association and other professional organizations through formal representation in sessions and continuing public awareness through educational opportunities.

ARTICLE III. FUNCTIONS

Members are encouraged to support the goals of the Outreach Group through the following functions:

1. contributing to conferences by the ASA and other professional organizations;
2. participating in Outreach Group discussions;
3. mentoring Outreach Group members;
4. communicating with various audiences about best practices for supporting diverse, respectful, and inclusive environments within the membership and the greater public;
5. developing products about the theory or practice of creating and sustaining diverse, respectful, and inclusive communities and sharing these with the membership and the larger scientific community;
6. participating in outreach efforts to complementary organizations.

ARTICLE IV. MEMBERSHIP

Membership in the Outreach Group is open to anyone, regardless of ASA membership, interested in (1) increasing the diversity of the fields of statistics and data science and (2) promoting justice, equity, inclusion and representation of traditionally marginalized individuals.

There are no dues to be a member of the Outreach Group.

ARTICLE V. OFFICERS

The elected leadership of this Outreach Group shall consist of the Chair, Chair-Elect, Past Chair, Program Chair, Program Chair-Elect, and Treasurer/Secretary. The Chair and Chair-Elect must be ASA members. The terms of officers shall be one year, beginning January 1, at which time the Chair-Elect and Program Chair-Elect shall automatically succeed the Chair and Program Chair.

The Chair is responsible for the Outreach Group Annual Business meeting, forming and overseeing any subcommittees, and maintaining external communications.

The Chair-Elect is responsible for taking minutes at the Outreach Group Annual Business Meeting, maintaining a roster of the Outreach Group members, and coordinating internal communications.

The Program Chair and Program Chair-Elect are responsible for identifying and facilitating presentation opportunities for members of the Outreach Group.

The Chair and Chair-Elect are responsible for submitting a triennial request for re-chartering and an updated charter of the Outreach Group to the Council of Sections Governing Board.

The Chair or the Chair's designee shall serve as the non-voting representative to the Council of Sections.

If the office of Chair or Program Chair becomes vacant, the Chair-Elect or Program Chair-Elect shall fill their place with the term extending through the following year. If the office of the Chair-Elect or Program Chair-Elect becomes vacant, the Chair will hold a special election to fill the position.

The Treasurer/Secretary will be responsible for maintaining Outreach Group accounts, providing account updates at business meetings, and recording the minutes at business meetings.

Appointed leadership positions include: Communications Chair, Chair of Liaisons (to committees and external groups), Professional Development Chair, and Student Chair. These positions will be appointed each year by the Chair-Elect to serve for one-year terms corresponding to the year the Chair-Elect will serve as Chair.

ARTICLE VI. MEETINGS

The annual business meeting of the Outreach Group shall be held through video conference. All members are welcome to join.

Additional business meetings may also be conducted with the Outreach Group members at the Joint Statistical Meetings or by email, video conferencing, or other online collaboration hubs.

ARTICLE VII. NOMINATION AND ELECTION

The Past-Chair shall serve as Chair of the Nominating Committee. The Chair will nominate two other persons to serve on the Nominating Committee.

Each year the Nominating Committee shall submit at least one nomination for the position of Chair-Elect on the annual ballot. In addition, any Outreach Group members nominated by petition of five or more members of the Outreach Group shall also appear on the annual ballot. All nominations will be submitted to the Chair by September 1.

Balloting shall be carried out by the Past-Chair and completed by November 1. Ballots shall be sent to all members of the Outreach Group. Results shall be announced no later than December 1.

ARTICLE VIII. AMENDMENTS

Amendments to this charter may be proposed by the officers of the Outreach Group or by petition signed by at least 15 members of the Outreach Group and submitted for a vote at the time of the annual election of officers. An approved amendment shall be effective immediately, unless otherwise specified in the amendment itself.