

Diversity, Equity and Inclusion Progress Report: Measuring Success Fall 2025



Executive Summary

The Diversity, Equity, and Inclusion Committee of the American Society of Agronomy, Crop Science Society of America, and Soil Science Society of America is comprised of members dedicated to enhancing equity within our sciences, inclusion throughout our Societies, and increasing diversity in people and perspectives. The committee works to address the overall Societies' DEI initiatives as informed by members, the Board of Directors, the elected leadership and staff.

The Measuring Success Progress Report succinctly summarizes the approach for leading with inclusion first, provides an overview of demographic trends for gender and ethnicity, analyzes responses to the 2024 DEI survey, showcases accomplishments of working groups, and highlights programming from 2021-2024. The report concludes with recommendations for continuing forward progress, based on this assessment, and includes continuing the robust collection of demographic and survey data, developing DEI core principles for staffing and membership, improving DEI Committee recruitment and resilience in leadership, and solidifying Working Group plans by year's end to finalize formal updates to the DEI Recommendations Report for 2026-2028.

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Progress & Accomplishment Summary

Motivation/Introduction

The Agronomy Society of America, Crop Science Society of America, and Soil Science Society of America launched a Diversity, Equity and Inclusion (DEI) Initiative in 2021, as “the first cross-societies priority in their strategic plans.” In January 2022, the DEI Recommendations Report was approved by the ASA, CSSA, and SSSA Boards of Directors. In 2025 the Boards of Directors reaffirmed the Societies’ commitment to the DEI initiative during these changing times.

As the DEI Committee continues to expand impact, leading with Inclusivity first, we recognize the importance of assessing our progress. Rather than simply counting metrics, the DEI Committee elected to focus on the human component of these initiatives and programs for this 2025 Progress Report. This report highlights our collective efforts and growth, centering the human experiences in front of the data even as we assess metrics. The report includes a demographic summary, progress on the recommendations report, DEI-focused programming at the Annual Meeting (now CANVAS), highlights from the 2024 DEI Survey, and future recommendations. The DEI Committee remains dedicated to continuing building more inclusive and equitable programs, initiatives, and professional community.

Leading with Inclusion First

Our three Societies are working together on a variety of DEI initiatives and offer this report which provides a progress update. From initial in-depth discussions about increasing diversity, we evolved to focus first on leading with inclusion. Why inclusion? Inclusion allows all our members to show up to our Societies and be the best versions of themselves and know that their opinions are valued and heard as an essential component to the success of our missions. It means we work towards understanding one another, surpassing simple tolerance to ensure people truly value their differences. Leading our efforts with inclusion requires a culture shift that should naturally encompass addressing equity in our programs and an improvement in diversity.

Key examples of leading with inclusion are:

- SSSA (2021), ASA (2022), and CSSA (2022) formally (with a bylaws vote of the membership) approved the addition of an elected Diversity, Equity, and Inclusion Representative to each board of directors, representing the members of their respective Societies. These directors serve as champions for an increased understanding and improved communications of diversity issue topics, and to aid the implementation of recommendations on issue topics.
- In early 2025, the ASA, CSSA, and SSSA Boards of Directors reaffirmed their commitment to Diversity, Equity, and Inclusion as foundational to the Societies.
- The Agronomic Science Foundation (ASF) exists to provide leadership and financial resources to further the missions of our Agronomy, Crop, and Soil Science Societies. Whether it's funding educational experiences, raising awareness and appreciation of our disciplines, or sharing expertise across the globe – including diversifying the Societies' membership, opening doors for the best and brightest to join and excel in our community. Important programs supported by ASF include:
 - Bridge Scholars Program - providing CANVAS meeting and mentoring opportunities for those in under-represented groups (including Hispanic/Latin American and Native Americans), with 27 students supported since 2021,
 - A dedicated fund to support the work of the DEI Committee,
 - Funding to support 5 Caregiver Awards annually to assist those in caregiver roles to defray costs to attend the CANVAS meeting, (with 28 awards given since 2019),
 - Support to introduce agronomy, crop, and soil sciences to members of the Society for the Advancement of Chicano/Hispanic and Native Americans in STEM and Minorities in the Agriculture and Related Sciences organizations.



From a Bridge Scholar: "The conference was absolutely eye-opening for me as a first-generation undergraduate, and I have never felt so empowered!"

Demographic Summary

[Demographics Analysis - Power BI Link for Reference](#) (data available at this link)

Measuring Success also includes an analysis of membership trends for gender and ethnicity - from an overall membership perspective and for a number of metrics. A data platform was developed using Power BI that connects to the Societies membership database to provide data used in the analysis. This review looked at data from 2016 through 2024.

To summarize and visualize trends from this demographic data, highlights and trendlines are provided below. Analysis of the demographic trends was done across categories of gender and ethnicity only for those that provided information with those not providing information removed from the calculations.

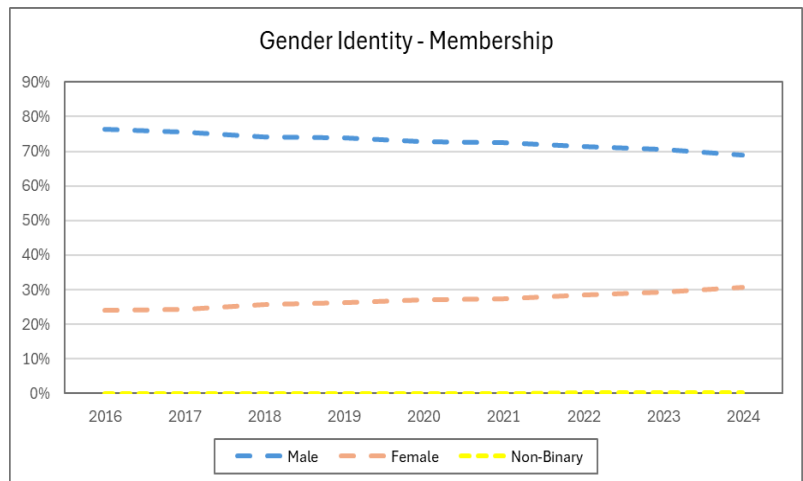
Note that Non-White Ethnicity Categories were combined for this review and are: American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Middle Eastern or North African, Native Hawaiian/Pacific Islander, Native of Indian Subcontinent, 2 or More Ethnicities, Other, prefer not to answer)

Membership

Overall, membership of the Tri-Societies declined by 14% between 2016 (9097) and 2024 (7858), with a small increase between 2022-2024.

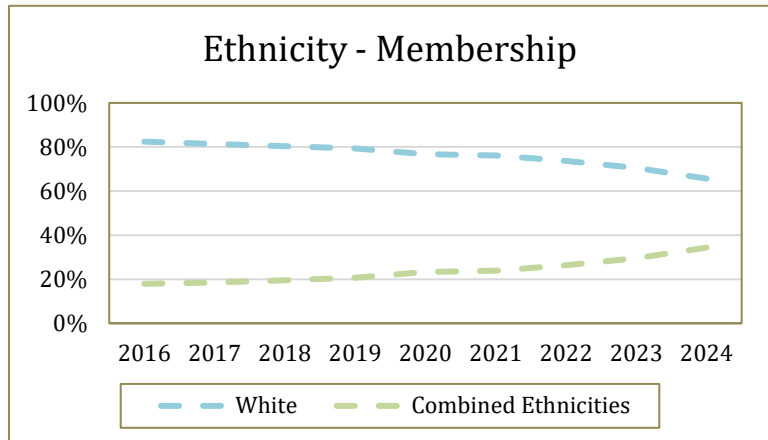
Gender

- In 2016, 76% of members identified as male and 24% identified as female (non-binary was not an option at that time).
- Although males continue to make up a greater share of the membership, a decline occurred between 2016 (76%) and 2024 (69%).
- However, female membership increased between 2016 (24%) and 2024 (31%).
- There were a small number of members identifying as non-binary but not enough for a percentage point.



Ethnicity

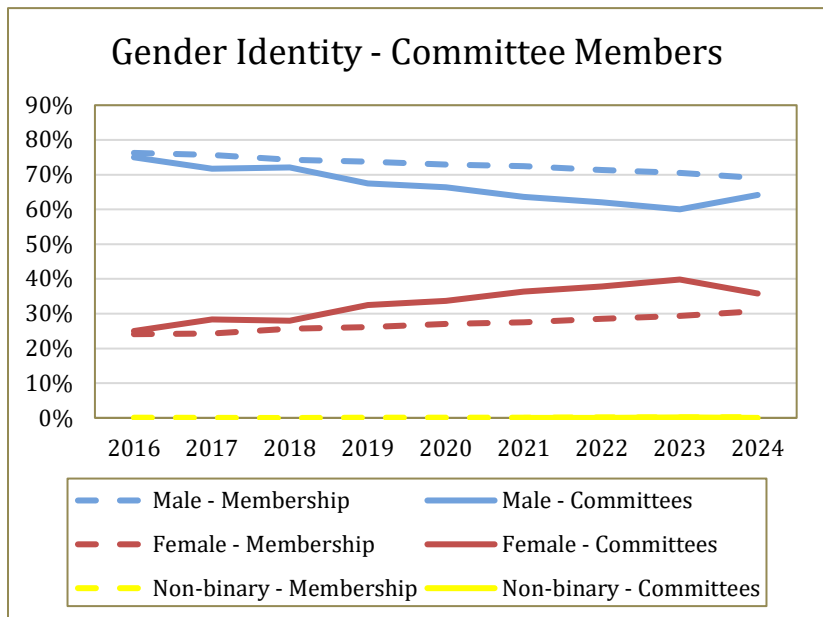
- In 2016, 69% of the membership provided their ethnicity with 84% identifying as white and 16% identifying in all other categories combined.
- In 2024, 87% of members provided their ethnicity with 57% identifying as white with 43% identifying in all other categories combined.
- With the new requirement in 2024 for members to provide demographics, this tells a more complete story of ethnicity in the Societies with a doubling of representation from 17% to 34% of all non-white ethnicities since 2016.



Committee Members:

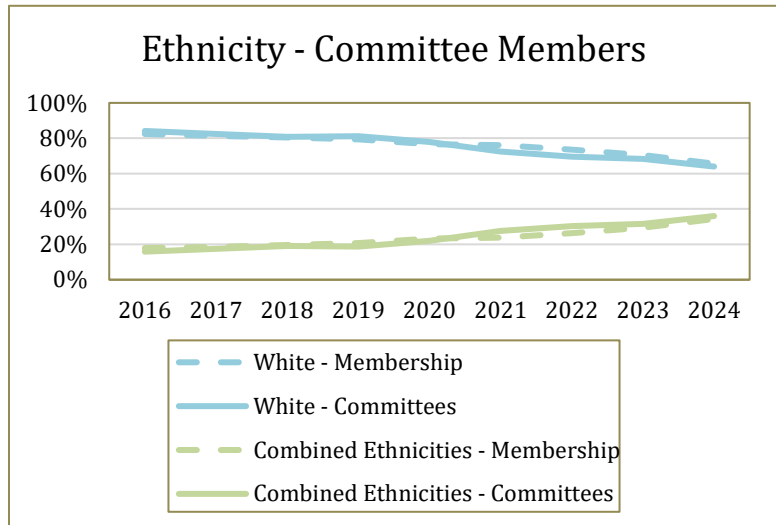
Gender

- In 2016, membership participation in committees was 16% (1430 of 9097 members) and in 2024 it was 18% (1389 of 7857 members). Committee participation has fluctuated within this range over the last 9 years.
- Those identifying as male continue to make up a greater share of committee participation (75% in 2016 and 64% in 2024). However, for those identifying as female, participation is increasing significantly (25% in 2016 and 36% in 2024).
- Female participation is higher, and male participation is lower than their overall membership numbers. This trend has generally increased over the last several years.



Ethnicity

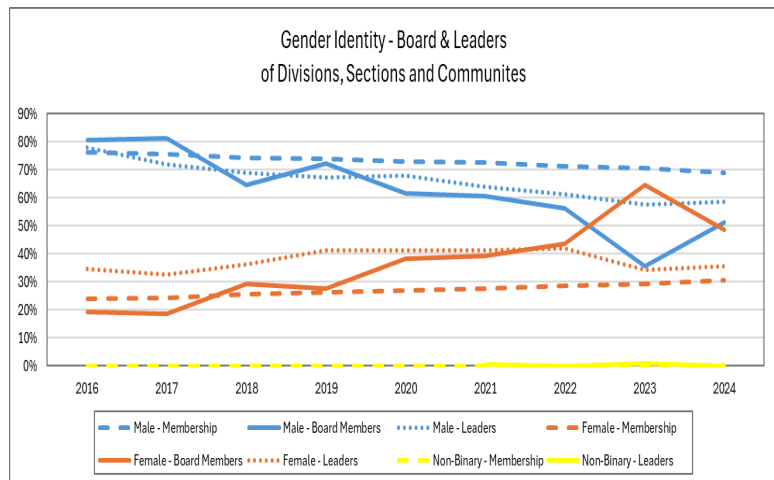
- In 2016, for those serving on committees, 84% identified as white with 16% identified in all other categories and by 2024, 64% identified as white with 36% identified in all other categories.
- This closely mirrors the changes in overall membership, reflecting a corresponding diversity of members on committees.



Board Members and Division/Community/Section Leaders:

Board Members - Gender

- In 2016, across all three Boards of Directors, 81% were male and 19% were female and in 2024, 51% were male and 49% were female.
- Between 2016 and 2024 there has been a marked increase in female representation on the boards of directors with females serving at 19% higher rate than membership.

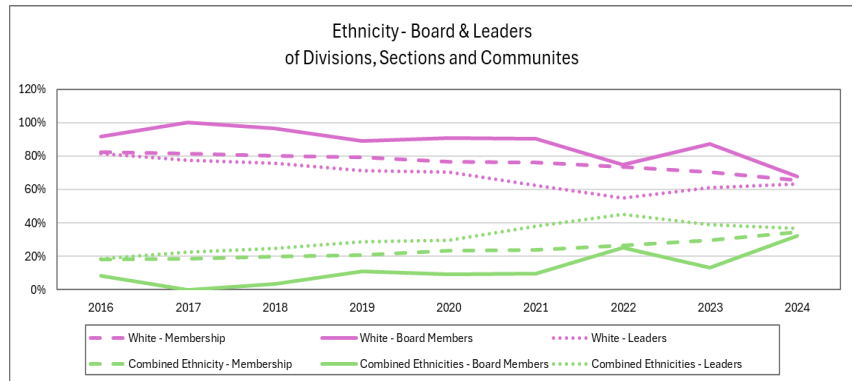


Divisions/Communities/Sections - Gender

- In 2016, 78% identified as male with 22% identified as female. By 2024, 59% identified as male with 41% identified as female.
- Since 2016, females have always served in higher percentages than males and higher percentages than the membership (although this has declined in the 2023-2024).

Board Members - Ethnicity

- In 2016, 82% identified as white with 18% identified in all other categories and by 2024, 63% identified as white with 37% identified in all other categories. Those identifying as white do serve at higher levels than membership (with the exception of 2022 and 2024).



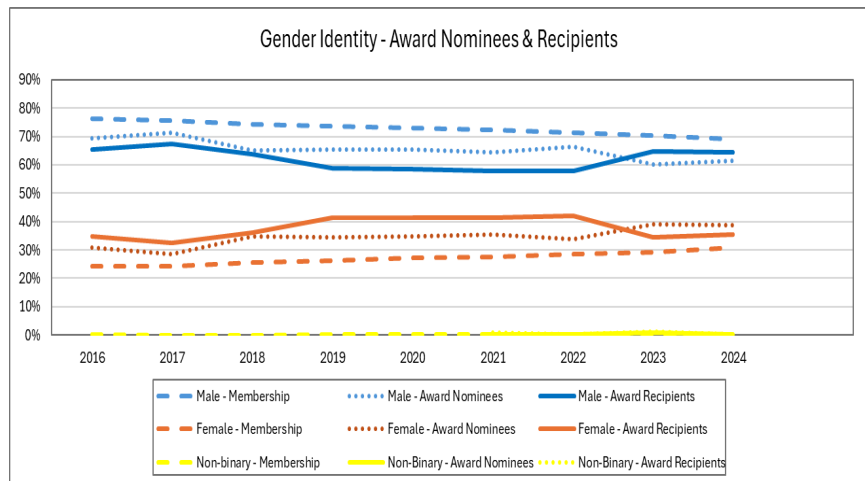
Divisions/Communities/Sections - Ethnicity

- In 2016, 82% identified as white with 18% identified in all other categories and by 2024, 63% identified as white with 37% identified in all other categories. This represents strong diversity of members with a greater percentage of non-white leaders.
- The 2024 data point for a reversal of this trend bears watching to ensure diversity is maintained.

Awards – Nominees and Recipients

Gender

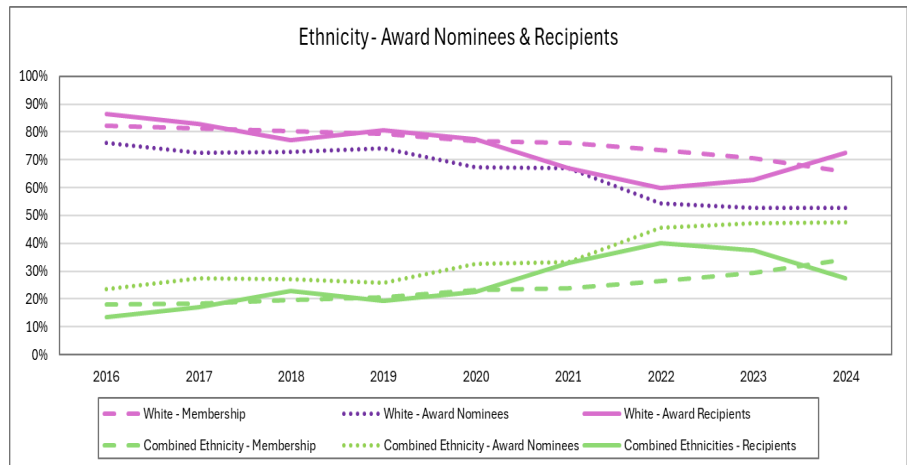
- For award nominees in 2016, 69% identified as male with 31% identified as female. In 2024, 61% of nominees identified as male with 39% identified as female.
- Of note, female award nominees are occurring at a higher level than the membership.



- For award recipients in 2016, 65% identified as male with 35% identifying as female and in 2024, 64% of males and 36% of females were award recipients.
- During this period, a greater proportion of females received awards compared to nominations until 2022 when this trend shifted and reflects a greater proportion of males receiving awards when compared to nominations.
- Of note, females have been receiving greater numbers (as a percentage) of awards/Fellow/scholarships than the overall membership.

Ethnicity

- For award nominees in 2016, 76% identified as white and 24% identified in all other categories and by 2024 had significantly shifted with just 53% identifying as white with 47% identified in all other categories.



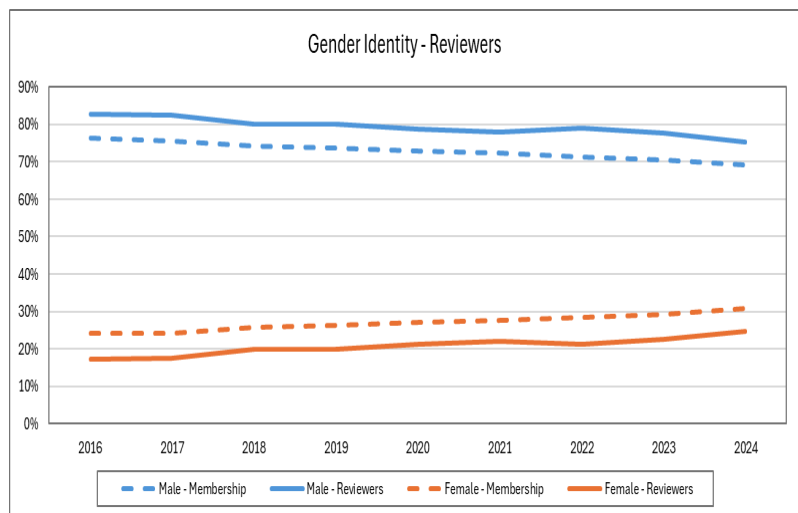
- For award recipients in 2016 86% identified as white with 14% identified in all other ethnicity groups. In 2024, 73% identified as white with 27% identified in all other categories.
- From 2016 to 2020, award nominees and recipients tracked with the overall membership. Shifts occurring after 2021 may be a reflection of broader societal changes (e.g. COVID) and more demographic collection by the Societies. This shift requires watching.

Reviewers

Because the reviewer database is not directly tied to the ASA-CSSA-SSSA membership database, there is a limited requirement for demographic and data collection. Therefore, insufficient data is available to strongly assess reviewer demographics. Notably, gender data was only available for 28% and 30% of the reviewers in 2016 and 2024 respectively. Also noteworthy is the fact that only 23% and 24% of reviewers provided ethnicity information in 2016 and 2024 respectively.

Gender

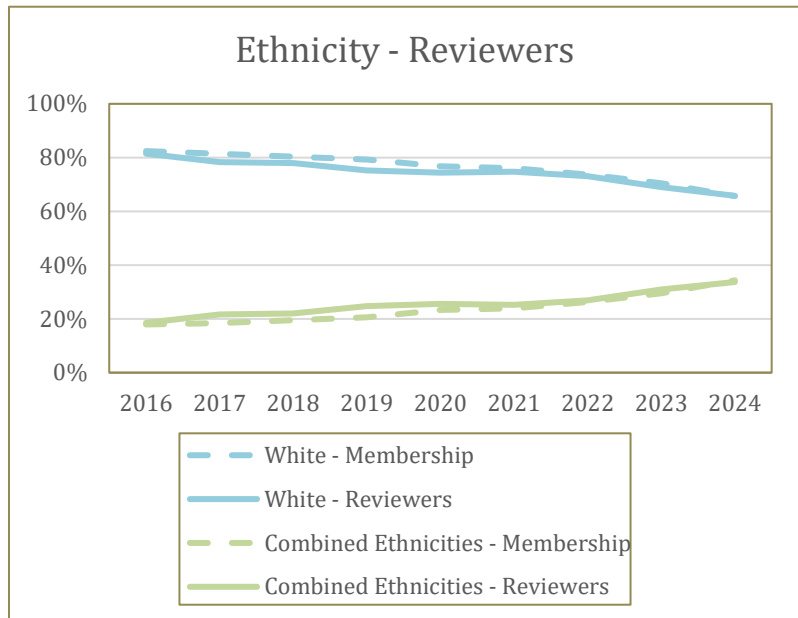
- In analyzing the gender of reviewers, for 2016, 83% of reviewers identified as male and 17% identified as female.
- In 2024, 75% identified as male and 25% identified as female. Taking the limited data at face value, we have seen an 8% increase in the number of female reviewers.



- Those identifying as male have a greater tendency to serve as reviewers than their female counterparts.

Ethnicity

- In 2016, for reviewers, 82% identified as white with 18% identifying within the other ethnicities.
- In 2024, 57% identified as white with 43% identifying within the other ethnicities.
- There was a significant increase in reviewers in the non-white categories, but we are unable to determine if it is because there is more data or there is more diversity in reviewers.
- The percentage of reviewers reporting their ethnicity between 2016 and 2024 only rose 1% (which doesn't account for the increase in the diversity of reviewers).

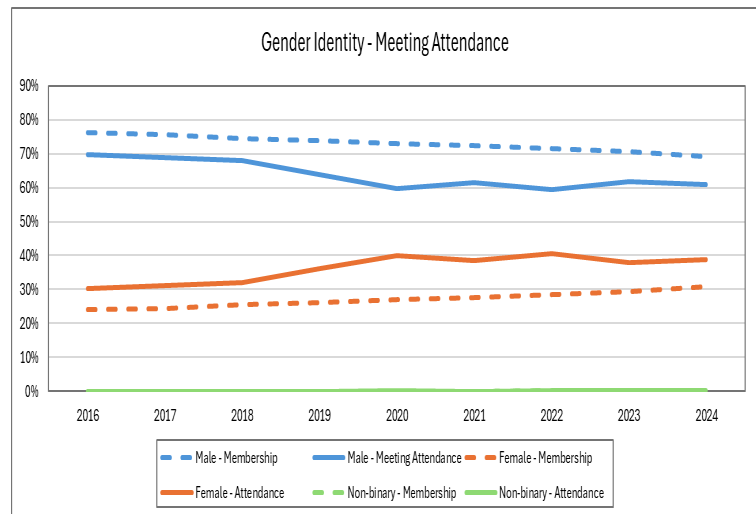


CANVAS Meeting Attendance

Attendance at the CANVAS meeting (formerly known as the Annual Meeting) should ideally reflect the membership of the Societies. Note that the November 2018 ASA/CSSA meeting and the January 2019 SSSA meeting have been combined for statistical review purposes.

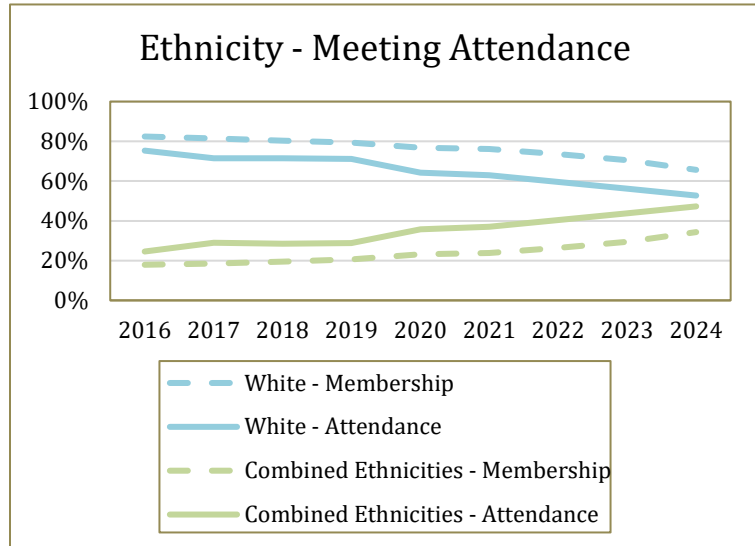
Gender

- In 2016, 70% of attendees were male and 30% of attendees were female.
- In 2024, 61% of attendees were male and 39% of attendees were female.
- During that timeframe, between 2020-2022, the gap between males and females closed even more (40/60 in 2020 and 2022) with significant differences when compared to the gender make-up of the membership.
- Additional reviews across member categories may show students are driving this trend.



Ethnicity

- In 2016, 75% of attendees identified as white with 25% identifying in all other combined ethnicities.
- In 2024, 53% of attendees identified as white with 47% identifying in all other combined ethnicities.
- Attendance by those in the combined ethnicities group is consistently higher than the membership for the combined category. Both membership and meeting attendance are rising for this group. Part of this observation may be explained by the strong data collection in 2024. Other factors may include a more inclusive and welcoming environment and greater participation by those coming from countries not traditionally white. More analysis will provide a more complete picture.



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DEI Survey Reviews

Members have been able to provide input on diversity, equity, and inclusion concepts, ideas, and programs through several all-member surveys. The initial DEI survey was conducted in 2021 across the full membership of the three societies to understand:

- Members' understanding of DEI concepts,
- DEI-related issues members face,
- How the Societies are doing as DEI organizations,
- Priorities for the Societies in DEI-focused programs and activities,
- Opportunities for DEI-specific professional development,
- Awareness of DEI resources within the societies.

The results from that survey '[ASA, CSSA, SSSA Diversity, Equity, and Inclusion Survey Report](#)' were published and used as a baseline to assess change.

In **December of 2024**, the DEI Committee released a subsequent survey to all society members regarding our work. Due to the limited response rate, we were unable to assess changes with any statistical significance. However, the Committee would like to share a few highlights and trends to evaluate potential future directions.

The 2024 survey captured *positive* changes since the initial 2021 survey to the following statements, reflecting the work of the committee and commitment of the Societies in the past three years:

- I'm comfortable being myself within the Societies,

- I feel a sense of belonging and value amongst my peers at the annual meetings,
- I have opportunities in the Societies for professional success that are similar to those of my colleagues,
- The Societies provide programs and resources to foster the success of under-represented groups in our membership and sciences,
- The Societies create an environment where people from diverse backgrounds can succeed,
- There is a strong commitment to DEI in the Societies.

The survey also captured an increase in a reflection of diversity, equity, and inclusion in publications and communications, society activities and programs, and leadership. Members continue to be interested in education and training opportunities focused on facilitating conversations, understanding power dynamics, and developing inclusive workplace practices.

In open-ended responses, members offered the following three main DEI-related issues facing our societies:

- (1) **Balancing DEI with scientific excellence and inclusivity.** This included a debate about how to most effectively advance DEI while fully supporting the missions of our Societies and fostering an inclusive and equitable environment.
- (2) **Addressing implicit bias and representation gaps.** Topics highlighted included structural barriers, implicit bias, and underrepresented groups in leadership, awards and recruitment (women, BIPOC, LGBTQ+, members with disabilities). While some opinions questioned the effectiveness of efforts, others clearly emphasized the importance of actional steps, such as mentorship improvements to address the barriers.
- (3) **Political and cultural tensions around DEI Initiatives.** The responses reflect polarization around DEI efforts, with some advocating for these initiatives as essential for progress and inclusivity, while others see them as divisive or politically motivated. Concerns include potential backlash, perceived discrimination, and sustaining DEI amidst external political and cultural resistance.

The DEI Committee acknowledges that we need additional data to evaluate statistically meaningful changes in DEI incorporation into the communications, programs, leadership and overall culture of the Societies and we look forward to continuing to collect information to assess progress.

DEI Working Groups

Professional Conduct and Anti-Harassment Policy Development

This working group has focused its efforts toward providing opportunities for members and meeting attendees to have a place to express concerns around professional conduct and harassment.

Since the 2022 Annual Meeting, Baltimore, MD, the Societies have had a DEI and Safe Space Advocate, on-site at the meeting. The Advocate is available to receive any incident reports or concerns and any feedback (including positive feedback) on our DEI activities at the Annual Meeting. For the past three years, the advocate has been present Sunday-Wednesday. They report any concerns, in the aggregate to the DEI Committee and escalate any concerns/issues needing immediate attention of the Societies CEO.

The advocate has also conducted a leadership program (via Zoom) to inform members with a leadership role at the Annual Meeting about the DEI and Safe Space program. Attendees may reach the advocate by phone, email, a reporting form, appointment request, or face-to-face. They may also reach out to the CEO directly. Post meeting reports are provided and of the 49 conversations with the advocate over the 2022-24 years, 1 (of 10) in 2022, 12 (of 23) in 2023, and 1 (of 16) in 2024 were elevated to the leadership. Additional work continues to ensure an understanding across cultures of professionalism and to build inclusivity, particularly with our international attendees.

Beyond the meeting, a Report a Concern form was created so anyone in our Societies and scientific communities may provide feedback, concerns, ideas, and suggestions on DEI issues and may be done anonymously. Reports are sent to the Societies CEO, Jim Cudahy, and DEI Liaison Susan Chapman. The form is available at www.sciencesocieties.org/diversity

Ethics Committee

The development of an Ethics Committee came as a result of the Professional Conduct and Anti-Harassment Policy Development recommendations. With approval of the new ASA-CSSA-SSSA Ethics Committee by the Boards of Directors at the end of 2023, the Committee's initial focus has been on a review and revision of the Statement of Ethics and cross-Societies Values Statement to better define expectations on ethical behaviors and values. To ensure transparency and input from members, the statement was sent out for a comment period in October with a final document presented to the ASA, CSSA, and SSSA Boards of Directors for approval at the November Meeting. The Code of Conduct for members and awardee/honorees has been developed and will be presented to the Boards of Directors by the end of 2025 with the inquiry/investigation process developed in early 2026.



Education, Training, Webinars

Recognizing that the concepts and practices of diversity, equity, and inclusion are numerous and complex, a recommendation to provide members with educational opportunities to increase their DEI competency was recommended. Top priority areas include developing inclusive workplace practices, understanding power dynamics, and facilitating conversations.



The committee has organized a variety of educational opportunities using face-to-face and online formats since 2020. Topical webinars have included:

- Understanding Diversity and Allyship in Societies (78 attendees, 95% interest rating)
- Transformative Power of Difficult Conversations (81 attendees, 95% interest rating)
- Responding as a Bystander to Harassment, Discrimination, and Bias (73 attendees, 96% interest rating)
- Reducing Bias in the Assessment of Posters and Presentations (74 attendees, 100% attentiveness rating)
- Inclusive Mentoring (43 attendees, 76% attentiveness rating)
- Developing Inclusive and Safe Fieldwork Settings (259 attendees, 86% attentiveness rating)
- Cultivating Wellness: Managing Stress, Mental Wellness, and Compassion Fatigue for Agriculturalists (sponsored by the Women in Science committee) (118 attendees, 85% attentiveness rating)
- Cultivating Respect in the Workplace (sponsored by the Women in Science committee) (85 attendees, 81% recommendation rating)

Additional topical webinars are in development.

Mentoring

The DEI Mentoring Working Group successfully designed training, annual meeting programming, and launched a pilot mentoring program this year. All of the meeting programming can be examined on the website in detail, including the “Special Session – DEI



Summit and [Inclusive Mentoring in STEM: Empowering our Future](#)” presentation. This presentation emphasized that mentorship can be mutualistic for both parties to safely develop as agricultural professionals. Inclusive mentorship includes cross-cultural interactions including key principles and tools as summarized by Keynote Speaker Karina Vielma.

The Mentoring Working Group accomplished their objective to conduct a pilot program and now has been transferred entirely to the Member Engagement staff team as a new [Mentoring Program](#). Society Members can sign up as a Mentor or Mentee for automatic matching to cultivate professional guidance and support.

Finally the Working Group hosted an Inclusive Mentoring Webinar and summarized guidance in multiple [articles on mentoring in the CSA News and Natural Science Education](#) extending from 2018-2024 and in an adapted [Mentorship Guide](#). The Working Groups looks forward to continued exploration of improving DEI in mentorship within the Societies as the program kicks-off officially in Fall of 2025.

Measuring Success

The Measuring Success working group is charged with developing metrics for measurement and inclusion of these metrics in communications to members on an annual basis. Metrics

should include demographics (including changes in information collected), the number and impact of programs and activities, evaluation by participants in programs and activities, and any changes in the perception of DEI of the Societies and their programs. The working group has developed this report as a baseline for future reviews to assess the impacts of the work of all committees and their programs/activities that directly touch on the diversity, equity, and inclusion initiative.

Policy and Procedures Review

The Leadership, Governance, and Policies Review working group is charged with overseeing a full review of the Societies policies and procedures to ensure there is no unintentional bias, disadvantages, and inequities that may prevent those who are interested in fully participating and engaging with the Societies.

The role of the committee is to review these policies and procedures and make recommendations that specifically relate to the removal of bias, creating/enhancing equity and removing inequities (in language and/or processes/policies) and ensuring transparency. Our role is to advise rather than be prescriptive.

The program areas for review are:

1. Elections: nominations/election procedures/candidate selection,
2. Committees: volunteer process/appointment process/selection,
3. Awards: application/nomination language, requirements, selection criteria/processes,
4. Publications: peer-review criteria, reviewer applications/nominations/selection,
5. General policies of the Societies, governance.

The work of this group started in mid-2024 and is continuing in 2025 with the Elections program area. The review for the elections program area will serve as a pilot and template for the other areas.

Communications

The DEI Committee has been actively communicating its initiatives and activities to membership through CSA News. Over seven primary DEI related communications have been sent from the societies to all members, providing compiled resource lists, accessible updates on committee efforts, leadership involvement, and ways to get involved (such as the DEI Committee and mentoring). An updated summary of these articles can be found at sciencesocieties.org/diversity under the “Communication” tab. These communications include:

- Articles on DEI Programming at our meetings,
- Write-ups on DEI-focused webinar topics,
- Updates on DEI activities and board approvals,
- Messages from our Presidents,
- Curated content from archived articles in CSA News.

In addition, a Communications working group was developed in 2025 to ensure that the good work of the committee is visible to the Societies’ members. The goal is to publish 6-8 articles per year and to develop a communications calendar annually in October for the upcoming year.

Programming - Annual Meeting/CANVAS

The CANVAS meeting is all about bringing people together to hear and discuss our important science and build networks and relationships. Within the meeting, programming on issues related to diversity, equity, and inclusion in our work, sciences, and people also takes place. Sessions and events are developed and planned by the DEI and other committees, specialty groups, students, and our scientific divisions/communities. Since the Recommendations Report, sessions that embody our commitment to diversity, equity, and inclusion are growing.

In addition, in 2023 the Programming Planning Committee, responsible for the planning of the CANVAS Meeting added a **Diversity, Equity, and Inclusion Representative** to the committee. This person offers an overall view regarding DEI, including topics to be covered at the Meeting, analyzes the committee's decisions from a DEI perspective, and offers new ideas on how the Societies could better serve their diverse membership at the meeting.

The **Diversity Summit**, developed in 2021, has featured important topics and speakers:



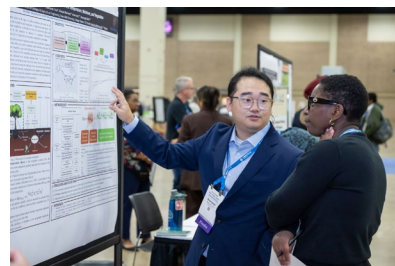
- Finding Your Place: Cultivating Professional Belonging (2025 – attendees TBD)
- Inclusive Mentoring in STEM: Empowering our Future (2024 – 85 attendees)
- The Importance of Global Competence in Cultivating Empathy and Understanding in Higher Education (2023 – 85 attendees)
- Looking Forward: Strategies in Diversity for STEM Success (2022)
- Diversity and Inclusion Challenges and Opportunities in the Agriculture and Environmental Science Communities (2021)

Attendees at the most recent meetings may also have experienced:

- Grounds for Connections Networking Coffees – **New for 2025**
- Traditional Indigenous Dance and Land Acknowledgement (2024)
- Diversity Student Poster Competition (held for 15+ years)
 - 2025: 97 posters, 63 judges
 - 2024: 66 posters, 49 judges
 - 2023: 103 posters, 103 judges
- Sabor de San Antonio – An Exploration of Food, Culture, and Multilingual Science (2024)-with 8 scientific presentations in Spanish



- Graduate Student Leadership Conference DEI topic added for years 2021-2023 (not held in 2024)
- Diversity Poster Showcase – featuring DEI-focused research and work of committees and specialty groups (2021-2023)
- DEI-Focused Scientific Sessions and Specialty Group Symposia (2021-2024)
- Women in Science Workshops (transitioned from a luncheon to a workshop in 2015)
 - Cultivating Resiliency in Science Careers – 2025, attendance TBD
 - Developing Programs to Support Women in ACS – 2024, 60 attendees, 4.54 rating (out of 5.0)
 - Overcoming Gender Bias – 2023, 98 attendees, 4.13 rating (out of 5.0)
 - How Bystanders Can Change the Conversation, 2022, 104 attendees, 4.75 rating (out of 5.0)



View the Complete DEI-Focused Programming at the Annual Meeting:

[2024 DEI Program](#) | [2023 DEI Program](#) | [2022 DEI Program](#) | [2021 DEI Program](#)

Recommendations

The progress and activities of the DEI Committee from 2023-2025 have affected positive change within the Societies. To augment this critical work the following approaches are recommended:

1. To measure progress, we need to maintain **collection and analysis of demographic information**. We need to include required demographic questions on **gender and ethnicity** (with an option to “opt out”) for all new and renewing members. This could be reinstated as an integrated step login process to support ongoing data collection and monitoring of progress.
2. Work with external partners to require reviewers to provide demographic information (including an opt-out option).
3. Continue using **Power BI data** as a valuable, long-term resource for tracking and analyzing progress to increase diversity in our Societies as a measure of inclusion and equity. Ensure the collection of demographic information during the award nomination process.
4. When conducting **DEI surveys**, the timing (avoiding end of semester/year) and communication pathways need to be carefully considered to maximize participation towards a robust dataset for meaningful analysis.
5. Ensure **membership recruitment** plans are multifaceted to include outreach to all communities to help build diversity.
6. Recruitment of **DEI Committee Members needs to be strengthened** to mirror the diversity of overall membership and **leadership restructured** to include co-chairs and staggered terms to improve continuity and shared responsibility.
7. Continued in-depth analysis and progress from the DEI Committee and Working Groups rests on solid **planning and reporting**. Working Groups for the committee must develop and communicate innovative plans for the upcoming year, including clear goals by the end of each year.

8. Furthermore, we need to dedicate **a new working group** to update the DEI Recommendations Report to guide priorities and actions for inclusive and lasting impact.
9. Sustainability of the DEI Committee efforts rests upon all touchpoints of the Societies including **staff**. We recommend a written internal staff plan that emphasizes professional development in diversity, equity, and inclusion topics be developed.

To move the recommendations forward, this report will be shared with the full DEI Committee and as part of the annual report from the DEI Committee to the ASA, CSSA, and SSSA Boards of Directors. These actions allow the DEI Committee to continue building strategies through a cohesive, data-informed, and inclusion-centered foundation. Together we continue to strengthen belonging, diverse participation and leadership, and shared accountability and equity to strengthen our Societies.

Respectfully Submitted, November 2025
Measuring Success Working Group of the DEI Committee
Peter Ampin, Chair
Anserd Foster
Erika Foster
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