



AN ABAI CHAPTER AFFILIATE

Equity, Diversity, and Inclusivity for Everyone (EDIE)

Committee Charter

Mission

The EDIE Committee will support the TxABA organization to perform their duties in a manner that promotes diversity, inclusion, and equity as it pertains to the TxABA Executive Council, organization members, constituents, and any party or person who interacts with the organization.

Purpose

The EDIE Committee will develop and institute policies and procedures that will engender a culture that is equitable, diverse, and inclusive of the TxABA Executive Council, organization members, constituents, and any party or person who interacts with the TxABA organization. The committee will also establish scholarships and financial support dedicated to projects and research conducted by individuals who are part of an underserved group, and to projects and research dedicated to diversity, equity, and inclusivity in the field of behavior analysis.

Committee Membership

The EDIE Committee shall have a minimum of three (3), and no more than nine (9), committee members. Unless otherwise stated, committee members, including the committee chair, shall serve 3-year terms starting May 1 and ending April 30. Student representatives shall serve 2-year terms starting May 1 and ending April 30.

Both At-Large representatives and the Student representative will be selected from nominations by the EDIE committee and appointed by the Executive Council (EC). When each position is available, the Executive Director will put out a call for nominations to TxABA members following TxABA Committee Policies and Procedures. Any TxABA member may nominate a qualified individual (including themselves) for these positions. The Executive Director will send the list of nominees to the

chair of the EDIE Committee, and then the EDIE committee will select a member from the list of qualified nominees. The EDIE Chair will submit the names of selected individuals to the EC to appoint the individual to the EDIE Committee. The EC will provide feedback to the EDIE Committee if they do not approve of the selected individual.

Below are the current committee member roles:

- **Executive Council Member:** In consultation with the existing EDIE committee, the TxABA Executive Council shall appoint one person from among the current council members to serve as a voting member on the EDIE committee. This individual will be appointed annually.
- **Chair:** The chair shall be an individual appointed by the TxABA Executive Council from among a minimum of two nominees provided by the EDIE Committee. The EDIE Committee members shall select these nominees by a majority vote. The chair must have served at least one year on the EDIE committee, except for the first chair of the committee. The chair cannot be a student or student member of TxABA and may not serve simultaneously on any other TxABA committee.
- **Co-Chair:** The Co-Chair shall be an individual appointed by the TxABA Executive Council from among a minimum of two nominees provided by the EDIE Committee. The EDIE shall select these nominees by majority vote. The co-chair cannot be a student or student member of TxABA. The Co-Chair will record the meeting minutes and in the event of the chair's absence will lead the meetings and designate another committee member to take meeting minutes.

Additional EDIE committee members will be composed of a combination of the following categories of representation:

- **At-Large Representative (Student):** Selected from the graduate student membership of the organization. This individual is required to have at least one year left in graduate school when their term on this committee starts.
- **At-Large Representative (Academic):** Selected from the general membership of the organization. Must have a Ph.D. and their CV must indicate that they are a professor or instructor in a Behavior Analysis graduate program.
- **At-Large Representative (Practice):** Selected from the general membership of the organization. Must have a minimum of a Master's degree and their CV must indicate their primary role as a practitioner.
- **At-Large Representative (RBT):** Selected from the general membership of the organization. Must have an RBT credential at the time of appointment and have been working as an RBT for a minimum of one year.
- **At-Large Representative (BCaBA):** Selected from the general membership of the organization. Must have a BCaBA credential at the time of appointment and have been working as a BCaBA for a minimum of one year.



- **Rural Representative (Master’s or Ph.D.):** Selected from the general membership of the organization. This individual must live and work in more rural areas of the state of Texas. What constitutes “rural” maybe determined by the Executive Council at the time of appointment.

Authority and Responsibilities:

- The EDIE Committee will be primarily responsible for promoting equity, diversity, and inclusivity across the TxABA organization, including the duties and responsibilities associated with the organization’s Executive Council, employees and event staff, committees, and SIGs.
- EDIE Committee members will serve as advisors on different TxABA Committees. The goal is to support those committees in promoting an equitable and inclusive culture in execution of their respective duties. As part of their duties to the TxABA Committees, EDIE committee members will have the responsibility of addressing and educating committee members should any problematic behaviors occur that represent barriers to equity, diversity, and inclusivity
- The EDIE Committee will develop scorecards to function simultaneously as performance checklists and to monitor performance of all TxABA organization members and volunteers to ensure they are executing their responsibilities in an equitable and inclusive manner.
- The EDIE Committee will review and provide guidance on any documents as requested by the TxABA EC or the Executive Director. This includes but is not limited to surveys, questionnaires, or announcements.
- The EDIE Committee will be responsible for authoring a statement of TxABA’s position on matters relevant to equity, diversity, and inclusion. These statements must be approved by the TxABA EC before being released to the public.
- The EDIE Committee will build a page on the TxABA website devoted to various types of resources related to equity, diversity, and inclusion.
- The EDIE Committee may propose various types of projects (panels, workshops, guest speakers, etc...) that support equity, diversity, and inclusion. The committee will collaborate with the TxABA Program Committee and the Executive Director to execute these projects.
- The EDIE Committee will collaborate with the Grants and Funding Committee to develop scholarships and grants for TxABA members that are conducting research or developing programs that focus on promoting diversity, equity, and inclusion. This collaboration includes applying for grants or requests from the TxABA EC for allocating money in the annual budget to these scholarships.

Meetings

The EDIE committee will meet virtually or in person quarterly and as needed.



Sub-Committees

The EDIE Committee will have the authority to develop EDIE sub-committees, as needed. Sub-committee development will be established through a committee-based majority vote. Sub-committee structure will conform to TxABA policies and procedures.

