

## TERMS OF REFERENCE

### IUFRO Diversity, Equity and Inclusion (DEI) Committee

#### Context

Principles of diversity, equity and inclusion (DEI) are vital to the global science community and fundamental to IUFRO's overall mission of advancing forest science for the benefit of all. In response to the growing organizational and societal demand for DEI, and to advance the goals of IUFRO's Strategy and Strategy Action Plan (2020-2024)<sup>1</sup>, the IUFRO Management Committee recommended in 2023 to form the Diversity, Equity and Inclusion (DEI) Committee. This new committee builds on insights gained from the work of the IUFRO Task Force on Gender Equality in Forestry<sup>2</sup>, and expands our focus to encompass broader issues of diversity, equity and inclusion within the IUFRO network.

#### Purpose

The IUFRO DEI Committee aims to promote DEI principles throughout IUFRO's management, operations, and programs. The Committee works to foster a diverse, equitable, and inclusive environment where every member, officeholder and stakeholder feels valued, respected, and empowered to contribute their unique perspectives in pursuit of IUFRO's vision, mission and goals.

#### Committee Responsibilities

- Identify and analyze key DEI challenges within IUFRO.
- Develop DEI guiding principles within the framework of IUFRO.
- Formulate strategies and measures to implement DEI principles across the IUFRO network.
- Develop and recommend DEI best practices to IUFRO Board.
- Monitor and assess the implementation and effectiveness of IUFRO's DEI initiatives.
- Maintain open and effective communication channels with all relevant groups within IUFRO to fulfill the DEI Committee goals.

#### Committee Composition

- Chair: Shall be the IUFRO Vice President for Divisions or an IUFRO Management Committee member nominated by the IUFRO President.
- Members: Minimum of 5 and maximum of 10 members with diverse backgrounds and experiences, including the Chair and voluntary representatives from Divisions, Task Forces, and IUFRO Headquarters.
- External Advisors (Optional): The Committee may invite non-voting external advisors with DEI expertise to provide council as needed.
- Qualifications: All members and external advisors should ideally possess DEI experience, demonstrate a strong commitment to DEI principles, be committed to continuous learning on DEI, and be comfortable addressing DEI-related sensitive issues.

#### Operations and Duration

- The Committee shall meet at least four times each year, virtually or in-person.
- The Committee shall operate for a term of 5 years, subject to review and potential extension by the IUFRO Board.

#### Timeline

- Specific timelines will be established once the responsibilities are finalized.

#### Committee Reports

- The Committee shall provide regular progress updates, including challenges and recommendations to the IUFRO Management Committee and the Board.

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<sup>1</sup> IUFRO. (2020). Strategy and Strategy Action Plan 2020-2024, Goal 2. Network Cooperation: Improve Communication and Embrace Diversity.

<sup>2</sup> IUFRO Task Force on Gender Equality in Forestry. (2023). Gender analysis of IUFRO structures and barriers to gender equal participation and influence.