**Subcommittee Report:**

Goal: Reorganization of WormBoard representation to ensure greater diversity

Comm members: Judith Yanowitz, Barbara Conradt, Brent Derry, Oliver Hobert (chair)

Meet: Sept 15th, 2020; WormBoard Discussion: Oct 26, 2020

Revised proposal submitted to Board: Oct 30, 2020 Vote: [date]

Current WormBoard Charter and representation can be found here: <https://wiki.wormbase.org/index.php/WormBoard>

Proposed changes:

1) The current Worm community’s geographic composition is shown below in Table 1.

To better represent the worldwide diversity of the worm community, we propose *that every geographic region* gains representation on WormBoard. Regions with larger numbers of worm labs have larger representation, but to minimize bloating the size of WormBoard, this cannot be done proportionally. Even though the proposed changes do not quite fully reflect the size of each region (e.g. US gets fewer representatives than its lab number proportion), the representation extrapolates recent trends in regional lab growth into the future (proportionately fewer US labs, more European and Asian labs; significant representation in Latin America, Middle East and Pacific). While we hope that this representation serves us well for years to come, we propose that geographical representation be re-assessed every other election cycle.

2) Of the 4 representatives from the US, one slot is always to be filled by an underrepresented minority and one slot by a representative from a PUI. These may be the same individual.

3) To further increase diversity, WormBoard shall have one member who is an underrepresented minority *from any country*. One role for this member is to help advocate for diversity across the global *C. elegans* community.

4) To diversify career stage representation, we propose to include 1 graduate student and 1 Postdoc. We felt a greater number would bloat WormBoard too much. At every cycle, it shall be ensured that trainees come from different geographic regions (as listed below). Trainees from board member labs are ineligible. These positions will rotate yearly.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Number of labs 1 | Proportion | Proposed # of representatives | Notes |
| US | 711 | 52% | 4 | - include one underrepresented minority  - include one representative from a PUI  - discontinue geographic representation (East/West, etc.) |
| Canada | 78 | 6% | 1 |  |
| Latin America | 17 | 1% | 1 | (new specific representation) |
| Europe | 322 | 23% | 2 |  |
| Middle East | 26 | 2% | 1 | (new specific representation) |
| Asia | 196 | 14% | 2 |  |
| Pacific (Aus/NZ) | 23 | 2% | 1 | (new specific representation) |
| SUBTOTAL |  |  | 12 |  |
| Minority |  |  | 1 | this shall be member of a minority in *whatever country the nomination comes from* |
| Student |  |  | 1 | Alternates from different geographic regions. No two trainees from same region, no trainee whose mentor sits on WormBoard |
| Postdoc |  |  | 1 |
| Total |  |  | 15 |  |

1 Only registered worm labs that published in last 5 yrs were considered.

- Officers (President, Secretary, Treasurer) shall be elected by WormBoard (not the general electorate) after the election and drawn from the slate of board members.

- Prior to election, nominated candidates commit to attending two meetings per year. If unanticipated circumstances make it impossible for them to fulfill this commitment during the course of their term, WormBoard may choose to fill their slot by a special election.

- A call for nominations will precede elections. Self-nominations are allowed. All nominations shall be accompanied by a short statement (~200 words) in which the candidate explains their motivation to become a WormBoard member. Candidates are encouraged to highlight their background, experience and qualifications, particularly as they relate to diversity efforts. For the US representatives, nominations of faculty from HIS and HBCUs will be specifically encouraged. If there are insufficient nominations to fill each category, the past president – in consultation with other board members – will solicit additional nominations. The final slates shall ensure balanced gender and ethnic diversity of the board.

- We propose a new election cycle with elections to be held in June of odd years starting 2021, before the International Worm meeting. Call for nominations shall be sent out by the out-going president on Feb. 1 to be returned by March 1. The slates for election will be drawn up by a committee composed of 2 board members (one current and one out-going) from two different geographical regions, plus 2 non-board community members unanimously agreed upon by the board and representing 2 different regions. The slates shall be announced by May 1st and there will be a 1-week election period open to all community members in the first week of June.

To ensure continuity and past commitments (e.g. succession of Maureen Barr as president in 2021), we propose to keep on the board those members who have recently started their term. Going forward, this cycle will allow 6 representatives to remain and 7 to be elected (or vice versa) each 2-year cycle. The 2021 election will fill slots as follows:

|  |  |  |  |
| --- | --- | --- | --- |
|  | continues to serve | to be elected | Proposed numbers of representatives |
| US | Barr (president elect), Yanowitz, Skop (diversity rep) | 1 PUI rep to be elected | 4 |
| Canada |  | 1 to be elected | 1 |
| Latin America |  | 1 to be elected | 1 |
| Europe | Conradt, van den Heuvel |  | 2 |
| Middle East |  | 1 to be elected | 1 |
| Asia | Wang | 1 to be elected | 2 |
| Pacific (Aus/NZ) |  | 1 to be elected | 1 |
| Minority |  | 1 to be elected | 1 |
| Student |  | 1 to be elected/yr | 1 |
| Postdoc |  | 1 to be elected/yr | 1 |
| Total |  |  | 15 |

- We propose to maintain the 4-year service cycle, with the exception of the student/postdoc members who will be elected annually.

- We propose that officers (President, Secretary, Treasurer) will be elected by WormBoard at the first meeting after the election for a 2-year cycle. Since officers are elected from the present slate of the board, this should ensure that there is overlap between past/present officers.

- Student/postdoc representatives will be (self-)nominated and will submit – like all board members that stand for election – a statement as to why they want to be on the board. After 2021, the annual call for nomination will be from the student/postdoc representatives. Current WormBoard members will elect the representatives prior to the IWM so that they can attend the first Wormboard meeting of the new cycle. Student/postdoc representatives will serve for a single year.

- The *ex officio* non-voting portion of WormBoard will remain as is.