

# INTERNATIONAL ASSOCIATION FOR RELATIONSHIP RESEARCH

## DIVERSITY, EQUITY & INCLUSION STATEMENT WORKING DOCUMENT

As an organization focused on social relationships, we at IARR are aware of the value and importance of diversity in both our scholarship and membership. Recognizing that our scholarship is shaped by our historical, cultural, economic, social, and disciplinary contexts, we embrace and pursue a membership that is diverse in identities, nationalities, disciplines, career stages, and all other forms. A diverse membership that encompasses varied perspectives and experiences strengthens our research, scholarship, and practice.

We understand that achieving diversity and inclusion in our organization and scholarship is an ongoing process that requires both commitment and proactive work. Moreover, we believe that it is not enough to have a diverse membership. Groups and disciplines that have been historically underrepresented within our organization must also share in its governance and the shaping of IARR's future. Furthermore, it is imperative that the experiences of diverse people and relationship styles and structures are understood through the lens of a myriad of cultures and disciplines. As such, in addition to our ongoing commitment to diversity and inclusion, we have developed a set of long- and short-term initiatives to focus on how inclusion and diversity can be enhanced at IARR. IARR will be most effective as an organization when its membership reflects the diversity in the world in which we live and we endeavor to become an inclusive organization that respects, values, and honors every member.

### **IARR is committed to the following principles:**

- Diversity of identity and inclusion of underrepresented groups are crucial to the mission and governance of IARR
- International presence and disciplinary diversity are essential to the mission, governance and reach of IARR
- Understanding and addressing the lived experiences of underrepresented groups are intrinsic to understanding interpersonal relationships
- Diversity of membership and perspectives on the IARR Board, standing committees, and the editorial boards of our journals (*Personal Relationships*; *Journal of Social and Personal Relationships*) ensures all voices are heard

## **IARR Diversity, Equity and Inclusion Committee**

The IARR DEI Committee came out of a Task Force formed in 2019 to focus on DEI issues in our organization. The DEI Task Force became a standing committee of IARR in January 2021.

The purpose of the DEI is to continually assess how well IARR is adhering to its values of diversity, equity and inclusion per our diversity statement, to share assessment findings with leaders and the membership and to assist the organization in increasing IARR's diversity.

- 1) Every two years (at the end of each President's term), the committee will examine and report its findings as part of a DEI assessment.
  - a. The committee will examine data that tracks the diversity of the membership including diversity in discipline (e.g. social psychology, communication, family studies, sociology), rank (e.g. students, assistant, associate, full professors, those in applied jobs), countries, race and ethnicity, gender, sexual orientation, and disabilities.
  - b. The committee will also examine the diversity of the organization's leadership (i.e., holding positions on the Board), committee members, editors and editorial boards, authors, and the participants in research published in PR and JSPR.
  - c. As part of the DEI assessment, the committee will survey the membership to ascertain aspects of member inclusion and seek members' recommendations on how to enhance our diversity, equity and inclusion.
  - d. The report of all findings will be submitted to the President and President-Elect at the end of the President's term to give them information to shape the strategic plan and shape committee goals. The report will also be shared with the membership.
- 2) Whenever the IARR strategic plan is updated, the DEI committee will ensure that DEI goals and tasks are included across the organization (i.e., the DEI will not be the only committee attending to issues of DEI).
- 3) The committee will add to a database of diverse scholars as part of their organizational assessment every two years. The database will be used to inform the Elections Committee and Leaders to help them choose candidates for Board positions and committee members. It may also be used as a resource for Conference Program Committees, the Teaching Committee, and the Mentoring Committee among others to develop sessions at conferences, teaching materials and mentor programs.
- 4) The committee will engage in special outreach and recognition projects in coordination with the Internationalization Committee, Membership Committee, Mentoring Committee and Awards Committee to enhance outreach to and recognition of a diverse set of scholars from across the globe in all disciplines feeding our field of study.
- 5) The committee will propose panel discussions or other events at Main Conferences, mini-conferences, and virtual events (e.g., town halls) on DEI topics so as to raise awareness about/educate the membership about issues regarding diversity, equity and inclusion and increase the emphasis on relationship research that includes diverse scholars and participants.