**REVISED MISSION:**

To inspire, promote and support an inclusive global community of individuals interested in fundamental knowledge and innovation in the botanical sciences and its benefit for humanity and the environment. (Do we say people or humanity?)

**AREAS OF STRATEGIC PRIORITY**:

1. Diversity, Equity And Inclusion
2. Research And Scholarly Excellence
3. Organizational Impact and Visibility
4. Professional Development

**Goals** = what will be achieved by the end of this plan = Blue Font

**Strategies** = methods or ways of reaching those goals = Black Font

# Diversity, equity and inclusion

## The BSA is a scientific society whose membership reflects the diversity of society as a whole.

### Increase visibility of who is a botanist, showcasing the diversity of the profession and the scientists themselves

### Prioritize collaborations with HIS/HBCUs/MSis/Tribal and Community colleges to expand access and inclusion of their students in botanical career pathways

### Increase recruitment and retention of BIPOC members.

### Increase the diversity of leadership on the Board, committees, and sections.

## The BSA is an antiracist and anti-discriminatory society.

### Offer professional development opportunities for members to increase their success in enhancing diversity, equity and inclusion.

### Analyze all policies and practices, and where appropriate, expenditures of the society to determine if and how they may be leading to DEI disparities.

### Maximize return on efforts toward DEI programs and cease activities that do not support DEI goals.

### Provide membership benefits throughout the year that do not present fiscal barriers for member participation.

## The BSA is a leader developing initiatives to support diverse members and advocating for institutional recognition of diversity enhancing activities.

### Advocate for greater investment in botany in institutions that serve underrepresented institutions and communities.

### Advocate at the national level for promotion and tenure metrics that support contributions to DEI.

### Advocate for the importance of human diversity in science.

## The BSA is aware of its progress in recruiting and retaining members from underrepresented groups.

### Collect and make available DEI data to be used in decision-making following IRB protocols to ensure privacy.

### Develop and deploy tools for understanding the differential impact of access to opportunities.

# Research and scholarly excellence

## The profile and impact of BSA publications (American Journal of Botany, Applications in Plant Sciences, Plant Science Bulletin) has increased, as evidenced by increases in various metrics.

### Expand the journals to more explicitly welcome international, cross- and interdisciplinary work that addresses issues important to society at large by broadening the scope of research represented by while supporting the current core of the society in organismal, structural, developmental, and evolutionary biology.

### Attract more researchers in fields outside but related to botany to our publications and conferences.

### Move toward an entirely open access publications model while maintaining low publication fees for members

## The strength and prominence of Botany as a scientific discipline is respected and regarded as essential in biological and environmental science.

### Establish the BSA as a prominent leader on issues of concern related to our field and the mission of the society.

### Address misconceptions about what botany is and what professional botany involves that negatively influences public and professional perception

### Provide expertise to funding agencies on current/future issues related to botany.

### Promote inclusive ‘plant-person’ identities to address negative associations with plant science and science in general (elite, exclusive, etc.)

## The increased prominence of the BSA is reflected in a 5% membership increase.

### More professionals at all career stages from all forms of academic and non-academic institutions whose focus on the study, teaching and promotion of plants.

### Recruit/retain/support members from outside the society or who have been affiliated in the past through presentation, service, or publication opportunities

### Increase international participation in society activities and governance.

## BSA membership has increased support for scholarly excellence and research.

### Generate funding for additional and larger research and teaching grants.

### Create new mechanisms of recognition of scholarly excellence for our members that promote our members beyond the society.

## The annual BOTANY conference is the premier venue to showcase and disseminate the latest research in botany.

### Increase access to the conference, especially for marginalized groups.

### Increase the status of special lectures/symposia.

### Incorporate a virtual component in all future conferences.

# Organizational Impact and Visibility

## Appreciation of plants and love of botany has increased in society.

### Connect BSA resources with non-BSA audiences through increased collaboration with other organizations and societies.

### Increase emphasis on science communication and development of science communication skills.

### Highlight BSA members’ expertise and the centrality of plants in solving pressing problems in society and science (climate change, biodiversity loss, benefits of nature to mental and physical health, etc.)

### Engage with the public to promote curiosity and appreciation for plants, nature, science.

### Enhance connections and collaborations with international plant societies.

## The BSA is a major contributor to efforts to educate the public about science and to advise national policy regarding science.

### Reward BSA members for leadership efforts beyond the BSA in areas such as innovation, strategic communication, etc.

### Collaborate on public policy efforts focused on science broadly, botany, and pressing needs (climate change, biodiversity loss, etc.)

### Lead/participate in cross-society data collection efforts to better understand opportunities / challenges and work toward common goals focused on human diversity and scientific advancement

## The BSA is recognized as the leader in education and career development for botanical sciences.

### Encourage, assist, and advocate for life science educators at all levels to include botanical science in their curricula, standards, and lesson plans.

### Amplify the visibility of BSA members participating in regional, national and international education and outreach efforts.

### Ensure education and outreach programs are based in evidence-based best practices of botanical science education and contribute to broadening participation goals.

# Professional Development

## All members of the BSA share a strong sense of belonging to BSA, i.e. <https://link.springer.com/article/10.1007/s11218-019-09538-x>

### Establish different affinity groups of the current membership and

### Develop, maintain and grow across-level and peer mentoring networks so members at similar career stages can find each other.

### Develop frameworks for supporting/creating these networks, including existing or novel BSA sections, whole-society initiatives.

## Membership in the BSA by people outside academics has increased 20%.

### De-center the academic pathway and highlight the many diverse and cross-disciplinary pathways to successful careers in botanical science within and outside of academia.

### Revise governance structure to generate benefits for non-academic career members.

### Account for career path and career stage as two important axes of diversity in deciding who to invite to serve on committees or in selecting workshops/symposia.

### Review use of Careers job board on website and consider ways to better disseminate and improve and heighten awareness, filling a niche not as well served by other societies.

### Create tools for career exploration, mentoring, building connections across interdisciplinary boundaries.

## People from diverse career paths value BSA membership highly.

### Investigate why the transition from student to professional is a point of attrition.

### Evaluate revising membership ties to include additional categories/price points.

### Continue to build up awards for graduate students/postdocs in outreach; work with sections to pursue/match funds endowments to support these.

## The Board, committee chairs, and staff are well prepared to lead the organization with foresight and fiduciary responsibility.

### Enhance Board member training provide professional development opportunities for all Board, Committee Chairs, and Section Chairs related to their leadership positions for the society

### Develop a professional development plan for all staff to ensure continued professional growth; incorporate best practices in association management

### Build institutional knowledge and facilitate smooth transfer of those resources to future society leadership