

## **REVISED MISSION:**

To inspire and promote an inclusive global community of individuals committed to advancing fundamental knowledge and innovation in the botanical sciences and its benefits for people and the environment.

## **AREAS OF STRATEGIC PRIORITY**

*Note that success in all four areas will be essential for the BSA to achieve its mission.*

- A. Human Diversity, Equity and Inclusion (Goals 1-4)
- B. Research and Scholarly Excellence (Goals 5-9)
- C. Organizational Impact and Visibility (Goals 10-12)
- D. Professional Development (Goals 13-16)

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

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

## **A Human Diversity, Equity and Inclusion**

### **1 The BSA will be an antiracist and anti-discriminatory society.**

- 1.1 Offer DEI leadership training opportunities to members, including students, that encourage and foster development as inclusive leaders and innovative educators.
- 1.2 Analyze all policies, practices, and expenditures of the society to determine if and how they may be leading to DEI disparities, and then eliminate or revise policies and cease practices and activities that do not support DEI goals.
- 1.3 Foreground DEI in all decision-making processes.
- 1.4 Develop activities and opportunities that extend beyond the BOTANY conference and that do not present financial barriers for member participation.

### **2 The BSA will be a scientific society whose membership reflects the diversity of society as a whole.**

- 2.1 Increase visibility of who is a botanist, showcasing the diversity of the profession and the scientists themselves.

2.2 Prioritize collaborations with HSIs/HBCUs/MSIs/Tribal and Community colleges and with other professional societies and organizations to expand access to and inclusion of their students in botanical career pathways.

2.3 Increase recruitment and retention of BIPOC members.

2.4 Increase the diversity of leadership on the Board and all BSA committees.

### **3 The BSA will be a leader in developing initiatives to recruit and support diversity and in advocating for institutions (academic, government, etc.) to recognize and reward the diversity enhancing activities of their members.**

3.1 Support and facilitate increased exposure to the botanical sciences in institutions that serve underrepresented groups.

3.2 Develop support documentation that will help encourage members to advocate for promotion and tenure metrics that reward contributions to DEI at their institutions.

3.3 Advocate for the importance of diverse perspectives and inclusive excellence in all aspects of science and science education.

### **4 The BSA will actively evaluate its progress in recruiting and retaining members from underrepresented groups, and in understanding inequities in access and opportunity among its members.**

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

4.2 Develop and deploy tools for assessing the differential impact of access to existing and future opportunities (e.g. PLANTS), awards, grants, etc.

4.3 Collect data to understand why individuals join and leave the society.

4.4 Share data and assessment with the membership on an annual basis to regularly revise policies and practices that improve support for diversity, equity, and inclusion.

## **B Research and scholarly excellence**

## **5 The impacts of BSA publications (*American Journal of Botany*, *Applications in Plant Sciences*, *Plant Science Bulletin*) will increase, as evidenced by various metrics.**

- 5.1 Broaden the scope of research represented in BSA journals and at conferences while supporting the current core of the society in organismal, structural, developmental, and evolutionary biology.
- 5.2 Attract more researchers from a wide range of plant-related areas (e.g., conservation, forestry, horticulture, plant-microbe interactions) to our publications and conferences.
- 5.3 Create and promote greater international, cross- and interdisciplinary opportunities for collaboration within BSA journals.
- 5.4 Move toward an entirely open access publication model while maintaining low publication fees for members

## **6 The recognition of botany as an essential biological and environmental discipline will increase within the scientific community.**

- 6.1 Increase the promotion of botany and its importance as a professional scientific discipline to confront public and professional misperceptions.
- 6.2 Provide expertise to funding agencies on current/future issues related to botany.
- 6.3 Promote inclusive 'plant-person' identities to address negative associations with botanical sciences and science in general (elite, exclusive, etc.)

## **7 The increased prominence of the BSA as a global leader in research, teaching, and advocacy related to the botanical sciences will be reflected in at least a 5% membership increase over three years.**

- 7.1 Establish the BSA as a prominent leader on current issues related to our field and the mission of the society.
- 7.2 Recruit and retain more professionals at all career stages who study, teach and/or promote botanical sciences to BSA from all forms of academic and non-academic institutions.

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

7.4 Increase international participation in society activities and governance.

7.5 Evaluate the possibility of revising membership fees to include additional categories/price points to better accommodate international members.

## **8 The BSA will provide its members with increased support for scholarly excellence and research.**

8.1 Increase the number and types of awards, honors and research grants to members at all career stages.

8.2 Promote discussions with decision-makers in funding agencies (e.g., The National Science Foundation) with the aim of increasing understanding of the importance of botany and providing additional funding opportunities.

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

## **9 The annual BOTANY conference will be the premier venue to showcase and disseminate the latest research in botany.**

9.1 Increase access to the conference, especially for members of underrepresented groups.

9.2 Increase promotion of and access to special lectures/symposia beyond the conference.

9.3 Incorporate a virtual component in all future conferences.

## **C Organizational Impact and Visibility**

### **10 The appreciation of plants and the field of botany will increase in society.**

10.1 Connect BSA resources with non-BSA audiences through stronger collaboration with other regional, national and international plant societies.

10.2 Increase emphasis on science communication and the development of science communication skills.

10.3 Highlight BSA members' expertise and the centrality of plants in solving pressing environmental and societal problems (climate change, biodiversity loss, benefits of nature to mental and physical health, etc.)

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

**11 The BSA will be a major contributor in efforts to educate the public about science and to shape regional, national and international policy regarding science and conservation; the BSA will be seen as a premier source of unbiased botanical information.**

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

11.2 Initiate or collaborate on public policy efforts broadly focused on science, botany, and pressing environmental stresses (climate change, biodiversity loss, etc.).

11.3 Amplify the visibility of BSA members participating in regional, national and international efforts that promote the role of science in society, influence public policy, shape educational initiatives, etc.

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

**12 The BSA will be recognized as the leader in education for the botanical sciences.**

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

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

12.3 Lead workshops throughout the year targeted toward students and early career academics and naturalists to foster future generations of exceptional educators in botanical science.

## **D Professional Development**

### **13 All members of the BSA will share a strong sense of belonging to the society.**

13.1 Establish and support networks of affinity groups that enhance career development by providing accessible channels of communication among diverse members.

13.2 Develop and maintain strong frameworks that span career stages and peer mentoring focused on professional development.

13.3 Collect data to better understand what the BSA can do to support student members as they transition to professional positions, thus reducing attrition from botanical careers at these junctures.

13.4 Continue to increase the number and size of awards for graduate students/postdocs in outreach.

### **14 Membership in the BSA by people outside of academia will increase by at least 10% over five years.**

14.1 Highlight the many diverse and cross-disciplinary pathways to successful careers in the botanical sciences outside of academia through publications, conferences and activities, and develop initiatives to support and retain BSA student members to transition to non-academic professional careers.

14.2 Review and revise our governance structure to generate benefits for non-academic career members, accounting for career path and career stage as two important axes of diversity.

14.3 Review the use of a Careers job board on our website and consider ways to better disseminate and heighten awareness of non-academic careers.

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

## **15 The Board, committee chairs, and staff will be well prepared to lead the organization with foresight and fiduciary responsibility.**

15.1 Provide leadership training opportunities for all Board members, Committee Chairs, and Section Chairs.

15.2 Create a professional development plan for all staff to ensure continued professional growth and incorporate best practices in all aspects of management.

15.3 Build institutional knowledge and facilitate the smooth transfer of operations and relevant resources to future society leadership.