### GOAL 1: Build a Diverse and Supportive Member Community

**1. Develop a new member welcome process**
- Introduce new member orientation sessions and resources.

**2. Develop year-round virtual networking and mentorship opportunities**
- Host virtual networking events and mentoring sessions.

**3. Elevate accessibility and accommodations**
- Create a liaison position to facilitate communication between ARO and advocacy organizations.

**4. Encourage scientific diversity**
- Expand the ARO Speaker's Bureau to include more diverse voices.

**5. Promote international engagement**
- Establish a regional liaisons program to connect international members and other organizations.

### ARO Strategic Plan Dashboard - 2022-2025 Strategic Plan

<table>
<thead>
<tr>
<th>Objective (results-oriented)</th>
<th>Strategies (action-oriented)</th>
<th>Potential Timeline for Committee to keep record of activities to execute</th>
<th>Committee Members</th>
</tr>
</thead>
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### STRATEGIC PLANNING COMMISSIONS

- NEW Membership Committee
- NEW Education Committee
- NEW Communications Committee
- NEW Council
- NEW Program Committee
- NEW Education Committee

### STRATEGIC PLANNING COMMITTEE CHARTER

- The mission of the ARO shall be to encourage and promote basic and clinical research that moves forward our understanding of hearing and balance sciences and related fields.
- The ARO shall be committed to fostering an inclusive and diverse community that values and embraces the contributions of all members.
- The ARO shall strive to provide a forum for dissemination and meaningful discussion of results.
- Diversity: The ARO recognizes and embraces diversity in all its forms and fosters an inclusive environment that values and respects diverse people, perspectives, and ideas.

### EDUCATION BOARD

- The mission of the Education Board shall be to support and promote the education and career development of individuals interested in hearing sciences.
- The Education Board shall foster opportunities for professional development and career advancement by providing funding for travel to scientific meetings, hosting educational workshops, and supporting the publication of high-quality educational resources.

### SCHOLARSHIPS AND FELLOWSHIPS

- The ARO shall provide scholarships and fellowships to support the education and career development of individuals interested in hearing sciences.
- The ARO shall ensure that scholarships and fellowships are awarded based on merit and need, with a focus on promoting diversity and inclusivity.

### LICENSING AND REGULATORY REGULATION

- The ARO shall advocate for the protection of patient rights and the ethical conduct of clinical research.
- The ARO shall actively participate in regulatory processes that affect the field of hearing sciences.

### CURRENT/REVISED/NEW COMMITTEE OVERLAY

- The current/revised/new committee overlay includes changes to the strategic plan, with an emphasis on enhancing member engagement and promoting diversity.

### Timeline for Submission to Presentation

- **Month:** April
- **Year:** 2023