

AOUSD Diversity, Equity & Inclusion (DEI) Interest Group Charter

This Interest Group Charter establishes the Scope and intellectual property terms used to develop the materials identified in this Interest Group Charter for the Project. Only Project Steering Members, General Members, and Interest Group Member Organizations, as applicable, that joined this Interest Group Charter will be bound by its terms and be permitted to participate in this Interest Group.

Interest Group Name. AOUSD Diversity, Equity & Inclusion (DEI) Interest Group

1. Interest Group Purpose (check either or both):

- ☐ Explore potential formation of a new AOUSD Working Group.
- ☒ Discuss area(s) of potential future development at an existing or future AOUSD Working Group.

2. Interest Group Scope:

Scope: Universal Scene Description (OpenUSD) is an established open-source technology that forms a foundation for 3D content authoring, interchange, and transmission, thereby empowering a broad range of creative efforts and end-user experiences. The DEI Interest Group is committed to helping AOUSD promote diversity, equity, and inclusion across the organization, including but not limited to its Deliverables; its participants; its leadership; and its outreach and impact on the industry. This Interest Group will explore concrete actions that AOUSD can take to accomplish these goals. The DEI Interest Group will also leverage AOUSD's liaison with ASWF to coordinate DEI efforts across the two organizations.

Out of Scope: The DEI Interest Group shall not engage in any technical discussions or technical development.

Per Section 4.2 of the AOUSD Processes, all Interest Groups, including this Interest Group, "cannot develop, propose or publish any normative documents (e.g., schemas), including Deliverables."

3. Effective Date of Charter: June 14, 2024

4. Date of Charter Review/Expiration (one year after effective date): June 14, 2025

5. Planned Output: The DEI IG's initial projects will include:

Inclusive Language/Terminology Guide: AOUSD's Deliverables should be written in such a way to avoid non-inclusive and insensitive terminology, and to use inclusive and bias-free language that fosters an inclusive and diverse community of participants and implementers of AOUSD standards. The DEI IG will develop an Inclusive Language/Terminology Guide for AOUSD working groups to use when drafting and editing AOUSD Deliverables to ensure inclusive terminology is used. The DEI IG will target developing this guide and recommending it to the AOUSD SC for adoption within the first year of the DEI IG. The DEI IG will then be responsible for maintaining and updating this Guide, and will elevate new versions to the SC for approval as needed.

SC Recommendation for AOUSD DEI Initiatives: Within the first year, the DEI IG will present the AOUSD SC with a set of potential DEI initiatives that AOUSD can pursue. The DEI IG will collaborate with the Marketing WG to develop these initiatives.

6. Connected AOUSD Working Groups (existing or future): N/A

- 7. Additional Interest Group Provisions:** This Interest Group will operate under (1) the Copyright Grant, Patent Licensing, and Source Code Terms defined below; and (2) all applicable terms in the Alliance for OpenUSD Process & Procedures, available on the Alliance's website.
- 8. Copyright Grant.** Each Interest Group Participant grants to the Project a perpetual, worldwide, non-exclusive, no-charge, royalty-free, copyright license, without any obligation for accounting, to reproduce, prepare derivative works of, publicly display, publicly perform, sublicense, and distribute any Submission made by the Interest Group Participant to the full extent of the Interest Group Participant's copyright interest in the Submission.

Ownership of Collective Works. By participating in an Interest Group, the Interest Group Participant agrees that all copyright created in the collective work belongs to the Project.

- 9. Patent Licensing.** By joining this Interest Group, each Interest Group Participant agrees that, to the extent it makes any Submission to this Interest Group which is subsequently included in an Approved Deliverable ("Connected Approved Deliverable") developed by any AOUSD Working Group explicitly identified in Section 6 of this Interest Group's Charter, the Interest Group Participant shall make available any of its Essential Claims, as defined in the W3C Patent Policy (available at <https://www.w3.org/Consortium/Patent-Policy-20040205/>), under the W3C RF licensing requirements in Section 5 (<https://www.w3.org/Consortium/Patent-Policy-20040205/>), in such Submissions, in whole or in part, that are included in any Connected Approved Deliverable as if the Connected Approved Deliverable was a W3C Recommendation.

"Submission" means any material, including any modifications or additions to an existing work, that the Interest Group Participant submits for inclusion in any documentation or other output developed by the Interest Group.

10. **Source Code.** Interest Group Participants contributing source code to this Interest Group agree that those source code contributions are subject to the Developer Certificate of Origin version 1.1, available at <http://developercertificate.org/>, the Apache 2.0 license, available at <http://www.apache.org/licenses/LICENSE-2.0.html>, and any policies and governance rules included in the source code's repository.