

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

Approved 6.14.24
Renewed 7.28.25

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: July 28, 2025

4. Date of Charter Review/Expiration (one year after effective date): July 28, 2026

- 5. Planned Output:** The output of the DEI IG will include projects designed to expose OpenUSD technology to underrepresented groups; assist the external community using OpenUSD in developing diverse, equitable, and accessible projects; and elevate diverse voices within the OpenUSD user and developer community. These projects could include:

- AccessibilityAPI schema evangelization and sample code
- Guest speakers from a variety of backgrounds
- Encouraging exposure to OpenUSD technology in schools and universities, particularly those that serve underrepresented demographics
- Other projects as determined by the group and approved by the Steering Committee

- 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.