

Diversity Task Force (Call #4)
March 7, 2016 3 ET
Call In [215-446-3656](tel:215-446-3656) Passcode [1442561](tel:1442561)

The Diversity Task Force was created by ESCOP (Experiment Station Committee on Organization and Policy) to explore the topic of diversity in research leadership across the Land-grant University System, to provide ideas and actions for consideration, and to supplement institutional, regional and national diversity and inclusion efforts. The focus should be primarily on enhancing diversity among the Experiment Station Directors, Research Directors and Administrators, and their associates and assistants.

Key Questions to consider:

- ❖ How do we create diversity in ESCOP leadership and its pipeline?
- ❖ Where are we now? Where do we want to go? What does success look like?
- ❖ Are there actions and programmatic activities that might contribute to advancing this critical issue?
- ❖ What best practices could we adopt in our regional and national associations that would complement on-going efforts?
- ❖ Others????

Agenda

- 1) Roll call, Approve Call #3 Notes
Karen, Dan, Chris, Tim, Rubie, Sara, Ali, Charles, Doze, Jeff
- 2) Approve Call #4 Agenda
Approved
- 3) Report out and discuss subcommittee findings and recommendations
Files for Groups 1-3 are on Basecamp. Group 4 has another conference call on 4/17 and Group 5 will engage after the other Groups are near completion.
Summaries/examples are provided below with details on each found in Basecamp file.
 - a. Group 1 – Recruiting/Mentoring (Ali, Cynda)
Move from a compliance mindset to cultural change. Create activities that would increase awareness and opportunities with research administrative positions through workshops and panels. Mentor faculty and explore their interest in administrative positions.
 - b. Group 2 – Training (Shannon, Dan)
Strategic training and workshops (by experts) were recommended for ESCOP, regional EDs/ADs and ESS over time. Set expectations for administrators and leadership development programs and create a recognition program for excellence. Create a Catalyst Team to champion the diversity and inclusion agenda and a three year rolling plan.
 - c. Group 3 – Regular ESS/ARD Activities (Jeff)
Aggregate multi-media best practice resources for ESS members, support training by experts at multiple levels, create a long-term agenda to be implemented across regional /national meetings. Review and update written processes and procedures that govern ESS activities, awards and governance. Highlight diversity and inclusion throughout. Create a

permanent committee to implement Task Force (and more) recommendations. **(NOTE: Many of these activities align with or are similar to the elements from Group 2)**

- d. Group 4 – Integration (Karen, Charles)
Explore upcoming opportunities (e.g. Joint COPS) to engage leadership with selected questions (to be created) resulting in initial buy-in and expansion of best practice initiatives before the Task Force recommendations are finalized. Another call is set up for 4/17 and will include Doze, Dan and Jeff.
 - e. Group 5 – Best Practices (Jeff, Karen)
TBD in future
- 4) Generate Task Force ideas and provide additional resources (all calls)
- 5) Next steps?
ACTION→ Each group is to review and refine their contributions, provide rankings or prioritization of their findings, estimate costs for relevant elements and develop potential strategies for implementation.

Call Outcomes

- ✓ Consensus reached on priority recommendations.
- ✓ Consensus reached on next steps and timelines.
- ✓ Commitments made to actively engage in on-line and off-line activities.
- ✓ Progress initiated toward improving the diversity in ESS/SAES/ARD research leadership.