

Diversity Task Force (Call #5)
April 18, 2016 1 ET
Call In **215-446-3656** Passcode **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 #4 Notes - Karen, Doze, Soyeon, Charles, Jackie, Cynda, Shannon, Ali, Dan, Rubie, Sarah (CSU), Chris, Jeff
- 2) Approve Call #5 Agenda - approved
- 3) Finalize reporting, prioritization and identifying costs for each activity
 - a. Group 1 – Recruiting/Mentoring (Ali, Cynda) – incorporating individual comments and will post when fully integrated, prioritized and cost items identified
 - b. Group 2 – Training (Shannon, Dan) - will post to Basecamp
 - c. Group 3 – Regular ESS Activities (Jeff) - posted
 - d. Group 4 – Integration (Karen, Charles) – discussion phase and will create written document soon; Charles will reach out to Wendy Fink to engage with an integrated effort with ACOP and ESCOP at the Joint COPS meeting; several members working on calendars to attend
 - e. Group 5 – Best Practices (Jeff, Karen) tbd – Jeff creating draft to circulate with Karen, Tim, Rubie; will incorporate other elements as subgroups complete their assignments
- 4) Key future milestones – Joint COPS (July 18-20) Diversity discussion lead by ACOP/ESCOP, Discussion report due; ESS Meeting (September 19-21) or APLU Meeting (November 13-15) Final report due – Given the importance of this issue and the above calendar, the consensus is to conduct a webinar, Zoom meeting or similar interactive e-meeting with the ESCOP. We will provide a ‘discussion draft’ of the report before the virtual meeting. The Joint COPS session and the virtual meeting interactions would allow for direct Q&A, feedback and further refinement of the report before being finalized (AUGUST). Final report synthesized, re-reviewed and formally submitted to ESCOP in advance of the APLU Meeting (SEPTEMBER/OCTOBER).
- 5) Example Final Report Format – must be a living document
 - a. Introduction
 - b. Charge, description of activities/processes/information
 - c. Key topics (e.g. groups from above) and Recommendations

- d. Timeline
 - e. Budget
 - f. Conclusions
 - g. Listing of Task Force members
- 6) Other

General discussion ensued on how to inform ESS, operationalize and when to implement. In addition, as FYI ACOP is working with academic leadership on diversity-related issues and Shannon has submitted a pre-proposal to NSF for \$12.5M with a focus on students and faculty. There currently is a dearth of literature on diversity and ag leadership at this time, yet some new findings are beginning to appear.

Call Outcomes

- ✓ Consensus reached on major prioritized activities within groups.
- ✓ Consensus reached and commitments made towards final activities/outcomes.
- ✓ Commitments made to actively engage in on-line and off-line activities.
- ✓ Progress initiated toward improving the diversity in ESS research leadership.