

Diversity Catalyst Committee

3/26/2017

Committee members on call: Karen Plaut, Jackie Burns, Sarah Lupis, Chris Hamilton, Rick Rhodes, Dave Liebovitz, Ali Fares, Wes Burger, Tim Phipps, Shannon Archibeque-Engle

New members attending:

Rick Rhodes – introduced himself and his role as Executive Director of NERA

Dave Liebovitz – introduced himself and his role as Assistant Director of NERA

Wes Burger – joined the call a little bit later

Debrief from Working Groups

Group 1 – Ali Fares

Not much going on

Group 2 Jeff and Alton were not on the call. Rick summarized their progress

System integration Rules of Operation

- Started worked on improving documents and develop more inclusive on rules of operation
- Decided to capture a value statement for ESCOP and add a 12th article to the ESCOP Rules of Operation that includes a commitment by the organization to diversity and inclusion
- Evaluating multistate operations
- Developing a statement of inclusion to use after migration of ESCOP website to Clemson. The website will have a different look and a statement on affirmative action
- NERA has already incorporated an inclusion statement on their own website

Group 3 – Training - Charles Boyer could not attend the meeting

No discussions yet

Group 4 – Best Practices

Suggestion to capture best practices from other Universities

Debrief – reflections of training sessions

IDI Training (for ESCOP)– Pam

- Very revealing about our collective organizations and personally revealing
- Pam is fabulous
- Offered the opportunity for individual training for IDI , help us understand where we are
- Chris - joined by Zoom, is following up with Pam and found the training helpful and relayed that Zoom worked well for the training
- It was noted that intercultural competence is a continuum and this was the first step

Multi-cultural competence (regional associations, ESCOP leadership, NIFA, guests)- Shannon

- 1.5 days, very comprehensive starting with the practice of inclusion

- Allowed us to assess where we are and where our organizations are
- Focused on inclusive excellence
- Second day – was introspective and interactive - personal examples, valuable and emotionally exhausting
- Fantastic training - want to see wider implementation, eye-opening, had folks from NIFA. Can we organize things like this and build upon it?
- Intensive and engaging over 1.5 day, found it surprising and fulfilling how the group came together to develop a community of inclusion
- See the need for that type of on-going training, really focused on developing our competence and not just compliance
- Training is universally applicable and allowed to build relationships
- Recommend it for anyone

Fall ESS Meeting Update – Jeff and Alton were not on call

Rick and Karen

Norm Pruitt was invited to ESS meeting to give workshop and discuss civil right audit

Workshop planned around diversity and inclusion

Suggestion was made that there be an exercise or interactive session on diversity and inclusion, rather than just a panel.

Discussion Topics

What would success look like?

Jackie Burns - missed opportunity to attend the sessions and would like a place to go and get information

Sarah Lupis - taking it one step at a time, it is a journey, how do we know when we are successful? How can we regularly assess ourselves? How do we get baseline data and figure out how to measure progress? What type of roadmap do we have? Do we want a climate survey for ESS?

Chris Hamilton - new ESCOP website for what we have done and where we are going. How do we address when new directors come into it and keep leadership up to date?

Rick Rhodes - organization make a commitment to ongoing training as a metric. Want an inventory of resources that people can go to in their own time, selected readings with training sessions Include suggestions by Pam – Whistling Vivaldi and The Blind Spot for examples. Shannon would also be happy to help with a reading list.

Dave Leibovitz - agree with what has been said

Ali Fares - maybe one of us can add a book review one pager - indicate some of the highlights

Tim Phipps - like what people are saying, like to have some training, main thing - we have to change the whole mentoring system in the colleges. How do we change behavior at the college level? Can we change the mentoring practices? Tim is stepping down and going back to faculty?

Wes Burger - 20 year path that leads to leadership. What can we do to cultivate future leaders? How do we take a long view rather than a short view?

Shannon Archibeque-Engle

Everyone who was at the workshop wanted to be at the workshop. There were folks that were not white which changed the dynamic in the room. Having a diversity discussion with a diverse audience makes it a better discussion.

Colorado State just released on Monday an in depth analysis of climate for women faculty; it was not very positive. Shannon sent the link.

Action items:

- Start gathering information – reading materials and training etc. so that when the new website is developed, the resources for the Diversity Catalyst Committee can be put in place.
- Create a picture of the longer view with ideas from above that focus on success.
- Shorten the list of actions for each group so each group has one theme to focus on
- Schedule the next meeting

KEY

xxx Groups chaired by AES Director/Executive Director with Committee members.

xxx Current activity documented.

xxx Future and likely concurrent activities underway.

xxx Membership needed.

GROUP 1 - Recruitment and Mentoring (Ali as Chair; Jackie, Cynda, Soyeon)

- 1) Conduct institutional workshops/discussion panels on administrative careers - discussion of skill sets, different career paths, and general differences between faculty and administrative positions, and diversity issues and needs. Each institution should hold at least one workshop/seminar on this topic or incorporate this topic into an existing program (for example, mid-career workshop series). **(II)**
- 2) Sponsor faculty participation in leadership workshops and trainings through their professional societies. **(II, III, \$\$)**

GROUP 2 - System Integration (Jeff and Alton as co-Chairs; David, Rick, need CES here)

- 3) Create regular opportunities for active and interactive discussions (e.g. topics of diversity and inclusion) with research leadership across institution types (1862s, 1890s, and possibly others (e.g. non-land grants, minority serving)) in joint discussions that serve to enhance all research programs. **(II)**
- 4) Create a small group to review and make recommendations on the Rules of Operation; Multistate Guidelines; general practices; expected behaviors; websites, and any other documents affiliated with ESS assignments to ensure open and inclusive processes, procedures and appointments. **(I)**

Recognize excellence through regional and national diversity & inclusion awards

- 5) Enhance the Multistate Research Award to acknowledge contributions to diverse stakeholders. **(II)**
Activity – The 2017 call for applications with the Multistate Research Award has approved language in the announcement. The S&T Committee will annually review applications and refine the annual call language.
- 6) Enhance the Leadership Award to include diversity and inclusion efforts as an element of the award criteria. **(II)**
Activity – The 2017 call for applications for the Leadership Award has approved language in the announcement. The S&T Committee will annually review applications and refine the annual call language.
- 7) Create criteria for regional and/or national awards that recognize excellence in diversity and inclusion in ESS. **(II, \$)**

GROUP 3 – Training (Charles as Chair; Shannon, Chris, Sarah, Doze)

- 8) Use the Multicultural Organizational Development (MCO) Model as an assessment tool to benchmark efforts and monitor progress

<https://www.pdx.edu/sites/www.pdx.edu.studentaffairs/files/MCOD%20Best%20Practices.pdf>). (I, \$\$)

Activity – An initial training with MCOB and diversity/inclusion will likely occur following the ESCOP Meeting in association with CARET/AHS on Tuesday March 7, 2017 This would be for the regional research/Extension associations, ESCOP leadership, NIFA leaders and possibly some other guests. This may also lend itself to similar trainings with the larger ESS membership in the future.

- 9) Use the Intercultural Development Inventory (IDI) to assess the cultural competence of our organization <https://idiinventory.com/>. (I, \$)

Activity – The ESS approved a budget in September 2016 for this training. Currently, the training activities will occur following the 2017 ESCOP meeting at the CARET/AHS meeting in Arlington, VA on March 6, 2017. Dr. Pamala Morris, Assistant Dean Purdue University, will conduct the assessment and deliver the training. A session was held at the recent APLU Annual meeting whereby the fellows participated in a similar program (Jeff participated and has been working to make the March 2017 session happen).

- 10) Institutionalize diversity and inclusion training and best practices including sessions at annual ESS meetings (e.g. 2017 meeting) and through periodic webinars. The periodic webinars would be open to all levels of leadership in Experiment Stations. Engage key leaders at 1862 and 1890 campuses to create an enhanced discussion on best practices that aligns with various campus climates. (II, \$\$\$)

Activity – At the recent Policy of Directors Board meeting at APLU, numerous sections discussed their efforts on diversity and inclusion. This may lead to integrated and programmatic actions at the Joint COPs meeting in July 2017. This is TBD given the very early nature of the discussions. In addition, the 2017 ESS meeting in Philadelphia, PA will likely have some best practice and possibly training sessions during this Annual Meeting.

GROUP 4 - Best Practices (Karen as Chair, Tim, Rick, Wes, Jeff)

- 11) Resources should be allocated to enhance diversity through targeted investments in graduate assistantships, fellowships, faculty sponsorships, summer support, professional development (e.g. LEAD21, FSLI, NELD, ACE), and other unique advancement opportunities to build additional leadership capacity focused on diversity. Activity – Past Chair Shirley Hyman-Parker communicated with the LEAD21 and FSLI Boards highly encouraging these programs to enhance training with diversity and inclusion with all of their cohorts. A copy of the Diversity in Research Leadership Task Force Report was provided to each leadership program. In addition, the Report was widely distributed to NIFA leadership and APLU.
- 12) Create regular training and other interactive opportunities (summits, conferences, panel discussions, seminars, courses) with college and department leadership, and professional societies to elevate the knowledge and conversation of diversity and

inclusion to a routine and supportive level that could also be expanded to faculty, staff, and students.

- 13) Help all leaders see their role in building, mentoring, evaluating, and encouraging a diverse faculty and staff by reflecting on the organization, identifying challenges, and creating opportunities for positive change with attitudes, behaviors, and actions. Consider the use of a climate survey to assess the breadth of issues and opportunities spanning organization environment, culture and resistance defined by values, practices, systems, traditions, and behaviors.

Highest Priority Actions for ESCOP

- Create a permanent ESS Diversity Catalyst Committee that establishes goals, metrics, timelines, implementation activities, and continuity of practice with a rolling three-year plan to champion a long-term diversity and inclusion agenda (I)
Activity – Formally approved at the Joint COPs meeting in July 2017. Ultimately, formal guidelines will have to be created and approved by ESCOP. Membership to this Diversity Catalyst Committee (DCC) is being reconstituted with willing existing members and also new members. The focus on high priority items (this document) and establishing a clear future path forward will be the DCCs primary activity.
- Support training for Regional Executive Directors and Assistant Directors to enhance skills and build capacity. This training could be a day long workshop conducted by Dr. Kathy Obear (<http://drkathyobear.com/>) and Dr. Jamie Washington (<http://washingtonconsultinggroup.net/>) focused on Multicultural Organization Development (I, \$\$\$)
Activity – Several options are being explored.
- ESCOP leadership should collectively participate in a diversity training activity to help to ensure that we are modeling best behaviors and practices as members of the leadership team followed by training for ESS attendees (I or II, \$\$)
Activity – The IDI assessment and training will take place at the ESCOP Meeting associated with CARET/AHS. At Joint COPs there may be a session developed. In addition, the ESS Annual Meeting will likely have prominent sessions.