

ESCOP Diversity Catalyst Committee

Call: 1/26/2018 at 3 p.m. at <https://zoom.us/j/177353250> or phone 1 646 558 8656,
Meeting ID: 177 353 250

(<http://escop.info/committee/diversity-catalyst-committee/>)

Participants: Karen Plaut, Cynda Clary, Brian Raison, Alton Thompson, Rick Rhodes, David Leibovitz, Sarah Lupis, Chris Hamilton, Jeff Jacobsen (recorder)

AGENDA

- 1) Welcome and Roll Call (Karen, Donna)
- 2) Approval of Meeting Minutes (Karen, all)
 - Approved
- 3) Diversity and Inclusion Award Update (Jeff)
 - Final changes made and transmitted to the NE Region for widest possible distribution (Gary, Rick)
 - Transmit to every ESS director, post on ESCOP website, regional associations for additional distribution, AgIsAmerica and other social media, AHS, Regional Spring Meeting Discussions, Administrative Officer list serves
 - Dave with Brian's help will distribute and also formally announce at the National Land-grant Diversity Conference in Hebron, KY
- 4) Rules of Operation Update (Jeff, all)
 - Regional Association membership to remain.
 - APS representation from 1862 and 1890 institutions are both necessary.
- 5) Strategic Focus of DCC (Karen, all)
 - Interested in knowing inventory of activities going on at our Land-grant institutions
 - i. Reading resources on DCC website http://escop.info/wp-content/uploads/2017/03/DCC_BOOK_RESOURCES_20170323.pdf
 - ii. Link to training and other resource materials <http://escop.info/dcc-training-resources/> and the CoP for eXtension will be added to the list
 - David Leibovitz will attend the 14th Annual National Land-grant Diversity Conference in Hebron, KY – February 15 & 16, 2018. Brian is on the planning committee for this conference. In addition, David and Brian will help to announce the new Award.
 - Mention was made of the MT State University efforts through a NSF Advance grant to change hiring practices and search committee training. Sarah will look into contacting MSU (Jessie Smith and Sara Rushing).
- 6) Thoughts on providing regular regional updates during DCC calls (Karen, Jeff, all)
 - On quarterly calls, have each regional association prepare a 3-5 minute in-depth presentation on innovative activities. Record and upload to the DCC website. Sarah Lupis volunteered to begin with the West (following established rotations subsequent rotational commitments are Northeast, North Central, South, ARD).

- DCC commits to continuing to have a distinct presence on the Annual Meeting Agenda in addition to the Award presentation (assumes there is one).
- APS has had a significant program over the course of its meeting for the last three years.
- DCC members on the call committed to calling other members to determine their interest in continuing as an active member of DCC. Assignments are: Karen – Charles Boyer, Wes Burger; Rick – Gary Thompson (no Fridays); Sarah – Shannon Archibeque-Engle; Chris – Soyeon Shim; Jeff – Jackie Burns, Bobbie Moore.

7) Other business as needed

- Training for Chris – UW CALS Diversity and Inclusion Lunch and Learn (monthly), Disability Awareness and Ableism, Implicit Bias and How to Address
- Training for Jeff – Implicit Bias Certification
- Rick and Dave – NE book read/discussion at Spring meeting, Not Everyone Gets a Trophy – How to Manage the Millennials by Bruce Tulgan (2009).
- SCHEDULE THE NEXT QUARTERLY CALL (~late April, early May)
 - i. SCHEDULED for May 3, 2018 at 3 ET.