

## **ESCOP Diversity Catalyst Committee (DCC): Call Minutes**

7/10/2018 at 3 pm ET, via Zoom

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

**Participants:** Karen Plaut, Rick Rhodes, Dave Leibovitz, Quentin Tyler, Cynda Clary, Sarah Lupis, Ali Fares, Shannon Archibeque-Engle, Chris Hamilton

### **Call Agenda/Notes:**

1. Welcome and roll call – Done, see above.
2. Guest presentation - Dr. Quentin Tyler, MSU (<https://www.canr.msu.edu/people/quentin-tyler>), spoke on his wide range of activities, programs, and experiences at the University of Kentucky and plans for Michigan State as the new Associate Dean for Diversity, Equity and Inclusion. A summary of some of his work is in Appendix A.
3. Update on DCC Award – The selection committee received 6 nominations and selected the group from Purdue as the 2018 winner. All other nominations will be placed into the 2019 nominee pool. Discussion then ensued on when and how the DCC award will be presented during the Fall ESS workshop. Rick will discuss the idea of having a Diversity Luncheon on Tuesday, 10/2 during the ESCOP meeting during Joint COPs and we'll adjust the program with Deb as needed. Rick, Gary, Dave would organize and run this luncheon.
4. Other business and next steps, as needed –
  - a. Rick will find a speaker for the next DCC call on behalf of the NE region.
  - b. Donna/Jeff will work with Karen and Rick, on behalf of his speaker, to set up the next DCC call.
  - c.

Fall ESS Implicit Bias Pre-survey responses as of 7/10/2018:

ARD: 5; NERA: 4; NCRA: 15; SAAESD: 16; WAAESD: 9; No region selected: 8

### **Quentin Tyler from MSU – Discussion with Diversity Catalyst Committee**

(This represents K. Plaut's interpretation of call and may not necessarily reflect the views of Q. Tyler)

Important Attributes for Diversity:

- Develop a mindset of collaborator
- Encourage and empower others
- Develop shared meaning and understanding
- Be accountable and results driven
- Be creative
- Treat others with how you want to be treated

Remember: "No comfort in the growth zone and no growth in the comfort zone"

Diversity should be integrated into the fabric of who we are.

Some of the important things from Kentucky:

- College commitment
- Pipeline
- Campus climate
- Education and scholarships in diversity and inclusion

Quentin was at the table for Research, Teaching, Extension

Efforts at MSU:

- Provide an affirmative action charge for each search committee. Each of the candidates have to write a diversity and inclusion statement.
- College commitment
- There is a goal for diversity as part of the strategic plan

Some of the Programs that include diversity and inclusion that are in place or being developed:

- Jr. MANNRS - collaboration with 4H and FFA
- Diversity research and teaching fellowship
- Prospective faculty visit
- Agents at large - temporary positions and multicultural internship program
- Climate and workplace survey
- Social competency workshops - faculty orientation. Each department has a work life/ climate assessment
- Promote global opportunities
- Increase global diversity

Points of pride:

- Identity and cultural awareness days
- College wide - diversity people doing diverse work
- Empowering women - had 6 different areas that impact women
- Religion - each department - went to 6 different religious institutions and then a panel

How can we quantify if we are making progress?

- Reach goals based on numbers available - demographics
- When did you last buy a shirt that said Prairie View Communications
- How often did you work with someone who was international or different culture?
- At KY, unconscious bias training - college of ag

### **MSU College of Ag and Natural Resources**

Redevelop relationships and figuring out what is most important? What are the true needs?

Heads went to White man's school of diversity partnership - talked about privilege

College level diversity advisory committee which sets policy.

### **Recommendation**

Each department should have a committee for challenges in the department, collegiality, grant funded opportunities, trickle down info to departments, recruitment strategy Department heads need to talk through these things Tools for onboarding - situational training and understanding demographics and trends among students.