

## Diversity Catalyst Committee Meeting

Draft Minutes

December 19, 2019

1. Roll call: Brian Raison, Chris Hamilton, Rick Rhodes, Bill Barker, Gary Thompson, Jeff Jacobsen, Alton Thompson, David Leibovitz, Ali Fares (Chair)
2. Approval of agenda (Ali Fares)
  - **The agenda was approved unanimously.**
3. Approval of July 31, 2019 minutes (Ali Fares)
  - **The minutes from July 31, 2019 were approved unanimously.**
4. DCC Best Practice – First American Land Grant Consortium Workshop FALCON; David Leibovitz, Jeff Jacobsen)
  - The relationship of family, work, and tradition
    - Many tribal colleges provide family housing hand in hand with student housing
    - Working parents are encouraged to bring their children to work rather than arranging for child care (“Somebody always has time to spend with the children”)
  - Land acknowledgment statements are meaningful, but Experiment Stations can go further to improve partnerships with 1994 institutions.
    - 1994 participants on multistate projects?
  - Colleges are smaller and don’t handle “just ag”
    - Some colleges roll business, engineering, and ag into one administrative unit
    - A large staff by comparison consisted of 6 people
  - Elders in the tribal communities are compared to the “PhDs” in our circles
    - Respect and reverence for elders is instilled into youth and emphasized in the community
    - Elders help to preserve indigenous languages that are losing native speakers, immersion programs for children begin as early as 6 weeks old
  - Many tribes trace their history / lineage to the time of the single continent on Earth, drawing parallels between their tribes and indigenous people on other continents
  - Iḷisaḡvik College in Barrow, Alaska has an active whaling community and everyone in the village helps to butcher the whale, they use the entire whale
  - Some traditions upheld at tribal colleges are rooted in generations of history
    - Prayer before all meetings at all levels (up to Executive level) and the burning and inhaling of sage
    - Prayer before planting seeds

- Allowing young children to run on newly planted fields at the beginning of the growing season to transfer energy into the ground.
  - There was interest at FALCON in preserving some heirloom hemp seeds. How can tribal colleges work with regional seed banks / germplasm centers?
    - Bill Barker suggested extending Irwin Goldman's (U Wisconsin) "Open Source Seed Initiative"
  - Tribal colleges require 51% tribal enrollment to maintain 1994 designation.
  - Competitive awards are available to 1994 institutions.
  - Tribal institutions do have some smaller NIH, NSF programs.
  - We should encourage Directors to engage in research initiatives with 1994 institutions.
  - SDSU President presented at APLU meeting – moving and touching talk about working with Tribal colleges.
  - Alton Thompson suggested we consider FALCON joining the ESS meeting – panel of elders or administrators
    - NACDEP (National Association of Community Development Extension Professionals) met in North Carolina, tribal colleges brought a presentation, humor, culture. Brian Raison was in attendance.
    - We can engage FALCON (Executive Director John Phillips) to arrange a session for the ESS meeting
5. DCC business (all)
- Identification of incoming chair
    - Henry Fadamiro (Auburn, SAAESD) has agreed to serve as incoming chair through ESS Meeting in September 2020
    - **Henry's appointment as DCC incoming chair was approved unanimously.**
  - Renewal of DCC representatives
    - **Current members were invited to stay on board for the next year.**
  - Release of call for nominations for the Experiment Station Diversity and Inclusion Award
    - **The DCC was asked to submit edits and suggestions on the call for nominations to Rick Rhodes by 1/1/2020.**
    - **Once edits have been incorporated, the call for nomination will be posted on the ESCOP website and distributed to the regional Executive Directors.**
  - DCC initiatives: [Intercultural Conflict Style Inventory?](#)
    - Proposed training session at CARET/AHS: March 2nd (Monday, 1 pm – 5 pm) or 3rd (Tuesday, 8am – 12 pm), 2020
    - Intended to develop and examine skills across the DCC on resolving conflict across cultures
    - Similar format to the Intercultural Development Inventory conducted in 2017

- Training session would involve a facilitator to debrief the organization on its results
- If successful, extend ICS training to the entire ESS/SAES/ARD
- This is part of the DCC's long term goal: providing training opportunities with intent to move our organization along a continuum of inclusion
- **The committee is in favor of pursuing the ICS training in 2020.**
- **Rick Rhodes will contact Eddie Gouge to insert a placeholder for ICS training and debrief on Tuesday, March 3, 2020 from 8 am – 12 pm at CARET/AHS.**
- **We can attempt to set up a remote video connection so those who are not in DC can join the training session.**
- Date for next teleconference
  - **This training session would constitute the first quarterly meeting of the DCC in 2020.**

6. Adjourn

- The call adjourned at 1:51 pm eastern.