

Diversity Catalyst Committee Call Minutes

Thursday, April 2, 2020, 3:00 PM EDT

In attendance: Ali Fares (Chair), Henry Fadamiro, Brian Raison, Gary Thompson, Jeff Jacobsen, Bret Hess, Wes Burger, Chris Hamilton, Alton Thompson, Cynda Clary, Shannon Archibeque-Engle, Bill Barker, Rick Rhodes, David Leibovitz

1. Approve agenda
 - **The agenda was approved unanimously.**
2. Approve notes/minutes [December 19, 2019](#)
 - **The minutes from December 19, 2019 were approved unanimously.**
3. DCC Best Practice Discussion: [Intercultural Conflict Style \(ICS\) Inventory](#) (Rick Rhodes)
 - DCC hosted a facilitated ICS-related session at CARET/AHS
 - Facilitator: Nehrwr Abdul-Wahid
 - 15 attendees
 - A post meeting evaluation was sent to the attendees and asked: Did you find the session helpful? Would you hold a similar session at the ESS meeting? 9 of 9 responders thought the session was helpful, 8 recommended running the session at ESS.
 - The facilitated ICS sessions relied heavily on the Intercultural Development Inventory (IDI) – not all Directors took the inventory in 2017.
 - ICS highlights how different styles of conflict resolution are embedded in different cultures.
 - Gary mentioned that the ICS session helped to explain the context of the IDI – the dependence on the IDI makes sense and is appropriate to refer back to.
 - Alton enjoyed the IDI references at the CARET/AHS session. 85% of the current ESS/SAES/ARD Directors did take the IDI in 2017, so we would not be at a loss if we kept the ICS-IDI connection intact.
 - Rick suggested that we revisit the IDI in 2021 – the inventory is a snapshot of where people lie along a continuum.
 - Nehrwr was an energetic presenter that captured everyone's attention right away and the group wouldn't need to "warm up" their energy and engagement for the session.
4. Update on nominations for the National Experiment Station Section Diversity and Inclusion Award
 - Submission date for nominations was April 1, 2020.
 - Three solid nominations were received – one resubmission from 2019, two new submissions.

- **The DCC elected to stay with the 4/1 cutoff and the three submissions will be reviewed.**
5. ESS/AES/ARD Annual Meeting Update (Meeting Theme: Inclusive Excellence)
- Alton referred to the 2017 (PA) and 2018 (NE) meetings before setting the theme as “Inclusive Excellence”
 - 1994 LGU Directors were invited to participate, a session on CRISPR and inclusive excellence with technology is being planned, and the ICS/IDI related session is being worked out.
 - Dr. Damon Williams’s work will be acknowledged – he coined the term “Inclusive Excellence.” A paper drafted by Dr. Williams will be sent to all Directors prior to the meeting and will be acknowledged in opening comments from incoming ESS Chair, Moses Kairo.
 - The hotel contract is signed and meeting planning is moving forward – will be held in Baltimore, MD.
6. Initiatives that the DCC should be undertaking: committee brainstorming
- IDI could be rolled out at the APLU New Administrator’s Orientation
 - It would be beneficial to know what institutions are doing to keep employees below Directors up to date – what are our leaders doing at home?
 - We have a lot of practices in place based on numbers, still box-checking, compliance level efforts that are supposed to address “inclusion.”
 - PSU is at the same place in 2020 as in 1980 with its numbers of African American faculty.
 - *Diversity, Inc* book: no amount of money / effort will make a difference unless people actually believe in it. The DCC could share a copy of *Diversity, Inc* with each Director prior to ESS.
 - Colorado State University is doing worse in 2020 than in the 1990s with the Latinx community. Most efforts have been on diversity (sometimes inclusion) related, which does not improve the organization.
 - We need to examine social equity / multicultural models, e.g. Multicultural Organization Development (MCOd) model, Equity Scorecard – these are evidence-based models that work, they’re difficult, but they change the way we do business. IDI and ICS are in a Diversity and Inclusion framework and won’t necessarily move us forward.
 - MCOd model has a basic tenet: social justice must come before social equity and improved diversity. We need to focus on the environment of the *place* before bringing the people on board, that’s how we set up for success.
 - Needs for implementing MCOd: buy-in from leadership, vocal and stern rollout of strategies (no place to hide) – if you are silent, you are complicit.
 - Suggested facilitator for MCOd session: Kathy Obear
(<https://drkathyobear.com/wp-content/uploads/2016/04/MCOd-handouts.pdf>)

- Can departmental funding be contingent upon addressing and meeting opportunity gaps? We need to change the metrics.
 - Opportunity gaps: majority student vs the largest minority group at an institution.
 - E.g., Gender minority gap: Animal Science Department might have a gender gap of about 0.7 points in GPA – women 3.2 GPA, men 2.5 GPA. Yet men still make more money and receive more awards on average with their undergraduate degree.
- Suggested reading in line with MCOB construct: *How to be an Antiracist* (Ibram Kendi). The thesis of the book is that being “non-racist” is not enough – there are racists and antiracists.
- A conservative approach has not served our institutions well: this is why, for example, Penn State has seen a lack of movement over 40 years. Our students are not going to wait for us to be comfortable in this conversation.
- During COVID-19, our institutions have been forced to work online. Students in marginalized groups have uncertain futures about keeping up with work and returning to school in Fall 2020.
- Directors require emotional intelligence in this conversation – we should be careful not to harm people. But a lack of movement after 40 years is not okay. When will be comfortable enough to move? We might not be able to move until we first take a step out of our comfort zone.
- We should consider working with Lead21, FSLI, and APLU New Administrators’ Orientation to seize opportunities to train new leaders in the MCOB.

7. Any other business

- Henry Fadamiro thanked the committee for his appointment as incoming chair of the DCC effective in 2020-21.

The meeting adjourned at 4:08 pm.