





## Unofficial Start...

In Chat, briefly answer:

How has COVID changed your view of the need to increase diversity, equity and inclusion in your research efforts?





# INCLUSIVE EXCELLENCE:

Systematic Approaches to  
System Change



# SESSION FRAMING AND OVERVIEW

Dr. Vernon Jones

Dr. Rick Rhodes

# Session Objectives

- Explore how inclusive excellence can strengthen existing Experiment Station efforts.
- Engage in a series of conversations around strategies to overcome obstacles to inclusive excellence.
- Be challenged to implement at least three actionable steps leading to inclusive excellence at your home institution.



# What is Inclusive Excellence?

Inclusive excellence is shifting diversity and quality improvement from isolated campus initiatives to employing diversity as a ***catalyst*** for higher education excellence.





# SETTING THE STAGE FOR THIS SESSION



# Expectations for this Conversation – This Session:

- **Will start to frame** the theme of the meeting
- **Will generate new ideas**, but also leave unanswered questions.
- **Is a starting point** and starting is good
- **Is a process** - Trust the process
- **May bring us to an understanding that we need to include others** in this conversation to make progress.
- **Will use guiding principles** to keep us on track.



# Guidelines



Try on

It's OK to disagree

It's NOT OK to blame, shame or attack

Practice self-focus

Notice both process and content

Practice "both/and" thinking

Be aware of intent and impact

Maintain confidentiality





# BENEFITS OF INCLUSIVE EXCELLENCE

# Question to Explore:

**How would we (ESS) be better  
if we truly worked under a banner of  
Inclusive Excellence?**

## **If you get stuck, think about:**

- Leadership values inclusive excellence would support
- Benefits we might reap.
- What we do better together than we can do on our own.
- How Inclusive Excellence might increase the quality/quantity of research products.
- How this discussion might inform how we do our work.





WHY IS THIS WORK  
HARD?

# Top Assets of Each LGU Type

**1862**

- Access to land and infrastructure
- Large number of faculty
- Breadth of research – basic and applied
- National – one in every state
- Statewide reach

**1890**

- Targeted reach to small and limited resource farmers
- Diverse faculty and student body
- Specialty crops, niche animal production, rural development
- Great strength in applied research

**1994**

- Land stewardship
- Access to highly underrepresented audience
- Diverse crop systems

# Challenges to Inclusiveness:

## Internal to Your University

- Limited pool and pipeline of faculty and students to strengthen diversity
- Funding to serve as incentives for recruitment of students/faculty and to support research initiatives

## Across 1862/1890/1994 Structures

- Difficulty in identifying partners across the system due to limited interaction
- Disparities in funding models across the three structures
- History of distrust



# What Would You Most Like to Address?

- Recruiting and retaining a diverse workforce; developing a pipeline to support this (13 responses)
- Strengthening partnerships among 1862/1890/1994 institutions (8 responses)
- Addressing funding challenges/disparities across the three LGU systems (5 responses)
- Reaching/working with underserved populations (2 responses)



# Question to Explore:

What could ESS directors do to make positive change in addressing the chosen challenge:

- Across structures (1862, 1890, 1994)
- Collectively (LGU ESS system as a whole)

If you get stuck, consider:

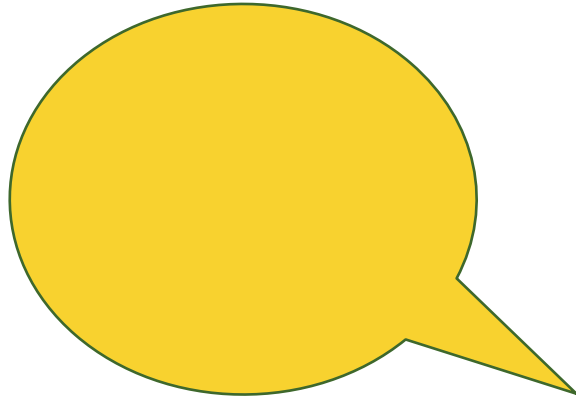
- Any examples of approaches making some progress in addressing this challenge
- How current progress could be even better



# SELF REFLECTION

# Self- Reflection: My Personal Plan

- What is **ONE NEW IDEA** I gained from this session?
- Based on what I have heard, what is **ONE THING** I could change or do this year that would have the greatest positive impact in Inclusive Excellence in 5-10 years?
- What are **2-3 ACTION STEPS** I could take in the next 30 days to advance toward this **ONE THING**?



In chat....

Type at least one action step  
you are committed to taking.







# CLOSURE & NEXT STEPS

# Next Steps Plans

- Facilitators will synthesize notes.
- ESS will review and extract ideas to shape future action.
- ESCOP/ESS will explore how this learning could help shape strategic directions of ESCOP/ESS.
- All are encouraged to keep this focus on the agenda at every meeting (national, regional, state/institution).
- Opportunities to continue to think and grow together could include:
  - Support for those that wish to continue in dialogue.
  - Resources to read, explore on your own.
  - Other ideas?



# Facilitator's Contact Information

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