

Diversity Catalyst Committee Meeting Notes
October 13, 2020 at 4:00 PM EDT

In attendance: Henry Fadamiro (Chair), Brian Raison, Drenda Williams, Wes Burger, Chris Hamilton, Gary Thompson, Alton Thompson, Cynda Clary, Bill Barker, Rick Rhodes (Executive Vice-Chair), David Leibovitz (member, recorder)

1. Approval of agenda (Henry)
 - **Alton Thompson introduced a motion to approve the agenda, the motion was seconded by Gary Thompson and the agenda was approved unanimously.**
2. Approval of minutes July 2, 2020 (attached, Henry)
 - **Bill Barker introduced a motion to accept the minutes from July 2, 2020 as submitted, the motion was seconded by Wes Burger and the minutes were accepted unanimously.**
3. DCC Best Practice: What are the most important endeavors that I'm currently undertaking to promote diversity and inclusion at NIFA – Drenda Williams (NIFA)
 - Title VI reporting and compliance reviews
 - NIFA is trying to help universities better understand the purpose and expectations of compliance reviews.
 - Research and Extension compliance reviews have been scheduled separately.
 - NIFA is collecting outreach data on diversity and inclusion to track program participation and boost participation from marginalized populations.
 - New webinar series with university civil rights contacts on specific topics, monthly since August 2020. Sessions will be recorded and available for streaming.
 - NIFA is better showcasing institutional accomplishments – accepting nominations from institutions so highlights can be included in NIFA newsletters and other media.
 - **The DCC will submit a nomination on behalf of the Department of Family and Community Sciences at University of Florida, recipient of the 2020 Experiment Station Excellence in Diversity and Inclusion Award.**
 - **The DCC could also serve as a conduit for collecting success stories from across the country through the committee's regional representatives and regional associations.**
 - Title VII (employment)
 - For hiring, NIFA is analyzing how to tap into networks of marginalized populations in the Midwest and working to reach more people.
 - Increased employee training about Diversity and Inclusion – educating employees on the different dimensions of diversity.
 - Civil rights staff is currently at 3 employees, hoping to grow to 9 total by the end of November 2020.

- Brian Raison shared a resource for advertising jobs: <https://www.facultydiversity.org/>.
 - **NIFA's webinar series is advertised and archived via a USDA listserv. DCC members, through Rick Rhodes, will be included in future correspondence on NIFA webinars.**
 - Moses Kairo, 2020-21 ESCOP Chair, has set diversity, equity, and inclusion as a priority during his term. Moses will be invited to the webinars and may be invited to the committee for its next meeting.
 - Some institutions spend months preparing data for compliance reviews. It would be helpful to have a standardized framework for preparing compliance review data.
 - **Wes suggested using something similar to the APLU self-assessment on successes and challenges in STEM faculty diversity and inclusion:** <https://www.aplu.org/library/guidebook-for-a-campus-self-assessment-of-successes-and-challenges-in-stem-faculty-diversity-and-inclusion/file>.
4. DCC Business (All)
- Identification of a chair elect (2-year term)
 - The chair elect discussion was tabled until the next DCC call. NERA is working to identify a representative to serve on the committee who could be eligible to serve as chair elect.
 - What specific activities should the DCC undertake in the upcoming year? How have current events informed a DCC agenda? How has the annual ESS meeting informed the DCC agenda?
 - The ESS meeting started a process for the experiment station directors to take action steps to improve the climate of equity and inclusion on campuses across the country.
 - **Rachel Welborn (SRDC) has prepared a synthesis report from the 2020 ESS meeting session; that will be shared with the committee. Rachel invited Gary Thompson and Alton Thompson to collect and share feedback on the session.**
 - **Wes Burger shared an APLU report on strengthening pathways to faculty careers in STEM: <https://www.aplu.org/library/strengthening-pathways-to-faculty-careers-in-stem-recommendations-for-systemic-change-to-support-underrepresented-groups/file>. The approaches in this document could be adopted and implemented across the ESS to create institutional change.**
 - The DCC could work directly with ESS Chair Moses Kairo (UMES) to draft a set of recommendations and best practices for adoption by the section.
 - Alton Thompson suggested that the DCC track the activities of the Experiment Station Directors and Moses Kairo provide recognition to those Directors at the 2021 national meeting.
 - Cynda Clary recommended that the committee consider how follow-up actions might be relevant to all areas of the Land-grant mission: research, extension, and academic programs. These areas are joined and siloed differently at institutions across the country.

- **Rick Rhodes will draft a document to solicit follow-up actions taken by the Experiment Station Section after the 2020 ESS annual meeting. This document will be shared with the DCC.**

The meeting adjourned at 5:10 pm EDT.

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