

Diversity Catalyst Committee Meeting Draft Notes

February 16, 2021, 4:00 pm ET

In attendance: Bill Barker (Wisconsin), Bret Hess (WAAESD), Brian Raison (Ohio State), Chris Hamilton (NCRA), John Dieffenbacher-Krall (Maine), Shannon Archibeque-Engle (Colorado State), Wes Burger (MSU), Gary Thompson (SAAESD), Rick Rhodes (NERA), David Leibovitz (NERA)

1. Introductions and opening remarks
 - Chair Henry Fadamiro had a conflict and asked the executive vice chair, Rick Rhodes, to moderate the meeting.
2. Approval of the agenda
 - **Shannon Archibeque-Engle moved to approve the agenda, the motion was seconded by Brian Raison and the agenda was approved unanimously.**
3. Approval of minutes, 12/15/2020
 - **Bill Barker moved to approve the minutes of 12/15/20, the motion was seconded by Chris Hamilton and the agenda was approved unanimously.**
4. Best Practices: *Initiative to Remove Clarence Cook Little's Name from a University of Maine Building*, John Dieffenbacher-Krall, Assistant Director – Research, College of Natural Sciences, Forestry, & Agriculture, Maine Agricultural & Forest Experiment Station, University of Maine (and DCC member)
 - **An outline of John's presentation will be shared along with the meeting notes.**
 - John discussed the events that led to the removal of a name, Little, on a building at the University of Maine (UME). Clarence Cook Little was the 6th president at UME from 1922-1925. While Little started Jackson Lab and was a well-known academic, he was also an outspoken proponent of the tobacco industry in addition to being a eugenicist. John described the roles of several students and staff who described in a thesis, a student paper and a blog, the ignominious legacy of Little, who as a proponent of eugenics, embraced racism. As a member of group called Decolonizing UME, John explained the process of how the group wrote to Dr. Joan Ferrini-Mundy, President of the University of Maine, requesting Little's name be removed. Dr. Mundy formed a task force to examine the removal of Little's name as well as developing criteria for considering adding or removing a name of a UME building. The task force recommended removal of Little's name in June 2020 and the University of Maine System Board of Trustees removed Little's name from the building on September 28, 2020. A second task force was asked to provide suggestions for renaming the building, a process that is now underway.
 - Q/A: Was there resistance to the suggestion to rename the building? The biggest obstacle was inertia. That said there were a few negative comments about removing Little's name.

- Bill commented on the issues of "[Land-grab Universities](#)" acknowledging the expropriated indigenous lands and on John's observation that the eugenics movement, championed by Little, targeted indigenous peoples.
 - The DCC thanked John for his presentation.
5. The DCC engaged in a brief discussion of the Plan of Work 2020-2021 and noted that progress on the plan was underway. This included:
 - The DCC has scheduled monthly meetings through July 2021.
 - The DCC has issued a call for nominations for the National Experiment Station Section Diversity and Inclusion Award.
 - The DCC engaged in a discussion of a "Call to Action." (See next agenda item)
 6. DCC Call to Action and ESS Meeting Opening Session, *Inclusive Excellence: Systematic Approaches to System Change Summary Report*.
 - Rick introduced the "Call to Action" and reflected on the note that Chris Hamilton had shared with the DCC seeking efforts to move the needle on diversity and inclusion. Discussion ensued on the "Call to Action." Rick will make revisions to the CTA and share with the DCC.
 7. The next meeting of the DCC is scheduled for March 16, 2021 at 4:00 PM ET.

The meeting adjourned at 5:16 pm.