

Diversity Catalyst Committee (DCC) Minutes April 20, 2021, 4:00-5:00 PM ET

In attendance: Henry Fadamiro (Chair), Brian Raison, Gary Thompson, Bill Barker, Majed El-Dweik, Nina Lyon Bennett, John Dieffenbacher-Krall, Chris Hamilton, Drenda Williams, Bret Hess, Tracy Dougher, David Leibovitz

Agenda

1. Introductions and opening remarks (Henry)
 - **Send meeting reminders a bit closer to DCC meeting date.**
2. Approval of the agenda (Henry)
 - **The agenda was approved unanimously.**
3. Approval of minutes, 3/16/2021 (attached, Henry)
 - **One spelling correction was made and the meeting minutes of 3/16 were approved unanimously.**
4. Update on interim actions, response of the National Land-grant Impacts Database (NIDB, <https://landgrantimpacts.org/>) to the memo of the DCC (attached, Henry)
 - In March, an action item was to request that the NIDB include diversity and inclusion as an area of focus.
 - Rick and Henry drafted a letter to NIDB, whose leadership was receptive to the idea
 - NIDB met earlier today (4/20) and discussed the diversity and inclusion tagging. There is general support from the committee, but the webmaster is concerned overall with how we include more tags on impact statements.
 - NIDB leadership will be sending out a call for impacts to be submitted. The diversity and inclusion tagging will be emphasized in the call for new submissions.
5. DCC Call to Action (v3) and ESS Meeting Opening Session, *Inclusive Excellence: Systematic Approaches to System Change Summary Report* (both attached, all)
 - Brian Raison is going to use this document and the CTA with a statewide Diversity Task Force in Ohio.
 - The 2020 ESS meeting Inclusive Excellence report – particularly the “how can we better collaborate with 1862/1890/1994s?” – will be used to inform discussions at the Southern region Mini Land-grant meeting.
 - Gary endorsed the CTA and encouraged us to move forward with presenting it to the Directors.
 - Drenda mentioned that NIFA leadership is discussing its RFA process and considering including some language to encourage collaboration across 1862/1890/1994 LGUs.
 - Henry mentioned that in the past, the NIFA IPM program would strongly encourage or require this kind of collaboration but that requirement has gone away.
 - **Henry recommended we add a statement into the document to encourage Directors to commit higher level funding resources to carrying out the CTA.**

- Gary suggested we create a standalone bullet, expanding upon “what resources will you deploy?”
 - Nina asked if we could re-phrase “the DCC will periodically ask each director what they’ve undertaken” to a more specific and frequent ask (e.g. “*what specific actions have you undertaken related to the CTA?*” annually?). There needs to be a level of accountability for the action we are calling to.
 - Tracy suggested that accountability can be measured by holding “focus group” breakout sessions at national and regional meetings for directors to report on their activities related to the CTA.
- The group discussed a series of ideas for NIFA to work on:
 - Bill suggested the inclusion of a section in the NIFA annual report and POW to identify funding commitments and impacts around diversity and inclusion.
 - Majed suggested calling for a supplement in RFAs for a diversity/equity/inclusion plan, similar to a data management plan.
 - There is a broader impact reporting requirement for other funding agencies. Could future NIFA RFAs include a component on how underrepresented communities are served?
 - Drenda is going to bring these ideas to NIFA and push for a diversity and inclusion impacts reporting section to be included in the annual report and POW. NIFA is working to reach non-traditional customers and can consider tailoring advertising and drafting its RFAs to reach new audiences.
6. Identification of the Selection Advisory Subcommittee for National Experiment Station Diversity and Inclusion Award (Henry)
- Two new nominations were received in 2021 and two nominations are being rolled over from 2020. As a reminder, this year’s award can be granted to up to two individuals or teams.
 - **The DCC would like to review the award nominations as a full committee instead of creating a subcommittee.**
 - **We can discuss the nominations and score them at the next DCC meeting.**
 - **Award docs and scoresheets will be sent to the full DCC prior to the next meeting.**
7. Roundtable discussion on recent activities and accomplishments
- At Montana State, an ag diversity partners group is meeting every other week. Different departments are taking turns at each meeting to discuss current initiatives in academic diversity.
 - John Dieffenbacher-Krall has been hired by the Wabonaki Alliance as Executive Director, to begin in Fall 2021.
 - NCRA and NCCEA are developing “LGU to You” virtual sessions for Directors and staff across 1862/1890/1994 institutions to interact with each other and with NIFA.
 - University of Wisconsin College of Ag and Life Sciences is working on an official anti-racism statement and the hire of a Chief Diversity Officer. The anti-racism statement will be shared when it is finalized.
8. Meeting adjourned at 5:00 PM.