

## Diversity Catalyst Committee (DCC)

April 19, 2022, 4:00-5:00 PM ET

In attendance: Rick Rhodes (NERA), David Leibovitz (NERA), Cindy Morley (SAAESD), Anna Katharine Mansfield (Cornell-NERA), Brian Raison (Ohio State-CES), Jodie Anderson (UAF-WAAESD), Jamie Larson (Mississippi State-SAAESD), Tracy Dougher (Montana State-APS rep), Rachel Welborn (SRDC)

### Introductions and opening remarks

- Welcome to new DCC members: Anna Katharine Mansfield, Jodie Anderson, Jamie Larson
- **The National ESS Diversity, Equity, and Inclusion award call for nominations has extended its open period through April 30, 2022. Please share this in your professional circles.**
- **The agenda for this meeting was approved unanimously.**
- **The notes for the February 15, 2022 DCC meeting were approved unanimously.**

### Call to Action follow-up story

- At the 2020 ESS meeting, Rachel and Brian (along with Woody Hughes) facilitated a session to help the section identify challenge areas related to Diversity, Equity, and Inclusion. The DCC issued a call to action for Directors to tell stories about how their institutions responded to the challenge areas.
- Anna Katharine Mansfield shared a best practices story on how Cornell AgriTech reached out to external audiences when internal audiences are traditionally white, cis/het, and male.
- The traditional audiences (white, cis/het, male) and non-traditional audiences disagreed on how well Cornell AgriTech was handling issues of Diversity, Equity, and Inclusion. This was a clear indicator of DEI work that needs to be done.

Collaborative work session with ECOP DEI Program Action Team (ECOP DEI PAT objectives and DCC plan of work attached, Rachel Welborn-SRDC)

- ECOP program action team wants to better connect with ESCOP on planning DEI activities
- ECOP is focused on these objectives:
  - Developing an information sharing system for posting resources
  - Establishing metrics to measure changes in awareness, behavior, and actions
  - Identify a few promising programs to support as national initiatives – a call to action ECOP is preparing to launch. What are some programs that you have at your institution that are working? What is having meaningful impact at your institution? ECOP will showcase these programs.
  - Identify collaborations that work among 1862/1890/1994 – collaboration rather than competition or overlap.
  - Develop an Extension DEI Community of Practice – how do we get the right teams together?
- Many institutions have different people handling external DEI outreach, and Civil Rights compliance; they are often not working together.
- How might the responsible people for DEI at LGUs be identified? Could be a Civil Rights person, EEO/Human Resources representative, external audience engagement person. We need to develop an ask that makes sense to the entire system.
  - **The Research and Extension Executive Directors can assist with developing a list of DEI contacts – more change focused instead of compliance focused – across the system.**

- An HR contact might not be the best person because they are compliance focused.
- It might well be that the DEI representatives is at the college/unit level or university level. (The size and complexity of the institution might well dictate the placement of the relevant DEI point of contact.)
- Rachel shared that across the SEC, the titles of identified university-level DEI representatives are not consistent (Chief Diversity Officer, Title IX, HR, mostly compliance focused)
- We know that measurable impact is what matters most in demonstrating our intentionality.

Immediate action steps and other items

- **Rick volunteered to create a spreadsheet for gathering this information from the ED's. The sheet will be circulated to the DCC and ECOP DEI Program Action Team prior to distribution to Directors.**
- Jodie asked if we could discuss how we increase diversity in hiring, when we have non-diverse pools? What do we do to support new hires to make them feel welcome, so that they choose to stay? Recruitment and retention continue to be challenges.
  - With regard to retention, Brian shared an article on the “stay” interview <https://fisher.osu.edu/blogs/leadreadtoday/stay-interview-gain-insight-reduce-turnover>
  - The question becomes: are we serving our communities? What we're hiring for is not always what communities need. If we can't make the right hires, we will not be able to assist students to enter the pipeline in those fields.

*The meeting adjourned at 5:03 pm Eastern time.*