

Diversity Catalyst Committee meeting minutes March 23, 2023, 4:00 pm Eastern Time

In attendance: Brian Raison (Chair), Tracy Dougher, David Monks, Jamie Larson, Tala Awada, Jeanette Thurston, Anna Katharine Mansfield, Nina Lyon Bennett, Jessica Creighton, Rick Rhodes, David Leibovitz

Review and adopt a DCC Mission Statement

- Deciding between two statements: *“We encourage Experiment Station leaders to unite in (consciously/deliberately/intentionally) creating a more diverse and inclusive future.”* OR *“We unite Experiment Station leaders in promoting a more diverse and inclusive future.”*
- The group preferred the active voice of the second choice – **WE UNITE**
- Some institutions are receiving internal pushback on the promotion of language associated with Diversity, Equity, and Inclusion. Adopting an active mission statement is an act of standing ground for those agInnovation/ESCOP members receiving such internal institutional pressure.
- **The group selected its mission statement by acclamation: “We unite Experiment Station leaders in promoting a more diverse and inclusive future.”**

Discussion of the adoption of the Plan of Work

- FY23 activities in the Plan of Work: Quarterly webinars are a popular format. Ideally these webinars would be interactive and provide participants with an opportunity to engage with speaker(s) or with each other.
- Need to adhere to a regional rotation and identify speakers who will participate deeply.
- It might be more effective to give colleagues an opportunity to hold provocative talks about lived experiences, rather than have “experts” talk to us about best practices. Talks like these would need to be paired with action items for Directors to change behavior going forward.
- Action items could be incorporated into a webinar panel – could be a mix of lived experiences and some “DEIA experts.”
- Mentoring could serve as a webinar topic area.
- Could discuss programs that are being initiated regionally and nationally (e.g. NCIPM Center efforts, NIFA encouraging coordination of these efforts across regions). Rubella Goswami (NIFA Division Director) may be a good person to join a panel/discussion.
- A discussion on DEIA elements of grant administration, RFAs, how graduate students/students are paid, ensuring equity in programs could be impactful.
- We could revisit last year’s “call to action” to Directors on 1 thing they can do (or are attempting) to support DEIA.
- Katie Hartmann (IA State University) is working on the DEI initiative for NCIPMC and is working with Rubella and others on a larger, national effort grant.
- Institutions could share best practices from home (e.g. Univ of Maryland Ag and Natural Resources strategic plan for Diversity, Equity, Inclusion and Respect.)
- Jessica Creighton (DCC member and NIFA Civil Rights Director) offered to join a future webinar as a panelist.
- **The DCC approved the 2023 Plan of Work as presented, by acclamation.**

Nominations for the DCC’s DEI Awards. What can we do as a committee to promote nominations? (We have plenty of time.)

- DCC members are all encouraged to advertise the National Experiment Station Diversity, Equity, and Inclusion Award 2023 Call for Nominations (<https://www.surveymonkey.com/r/DCC-award-2023>)

The meeting adjourned at 4:51 pm Eastern Time.

DRAFT