

Diversity Catalyst Committee meeting minutes 12/14/2023 @ 4:00 PM Eastern Time

In attendance: Brian Raison (Ohio State / Chair-DCC), Jodie Anderson (Alaska), Tala Awada (Nebraska), David Monks (North Carolina State), Douglas Lavergne (Lincoln University), Shawn Donkin (Oregon State), Nina Lyon Bennett (Arkansas Pine Bluff), Shannon Archibeque-Engle (Colorado State), George Smith (Michigan State / Chair-agInnovation), Jeanette Thurston (NCRA), Bret Hess (WAAESD), Rick Rhodes (NERA), David Leibovitz (NERA)

Meeting Administration

- **The agenda for this meeting was approved by acclamation.**
- **The minutes of the October 26, 2023, DCC meeting were approved by acclamation.**
- **Reminder: DCC materials can be viewed at <https://escop.info/committee/dcc/>.**

A visit with agInnovation Chair, George Smith, Michigan State University (supplemental: [DCC Plan of Work](#))

- As agInnovation Chair in 2023-24, George is excited to work in partnership with the DCC. George thanked the DCC for its work and for the progress made over the years. There is a shared recognition that work associated with diversity, equity, and inclusion is a journey. There is always progress to be made.
- DCC's efforts have inspired George to think differently about issues associated with diversity, equity, and inclusion; to consider his own privilege more closely; and to think more deeply about working with marginalized or underrepresented groups at Michigan State.
- The DEI excellence awards program is a way for us to showcase innovation in different areas.
- George appreciated the support from the DCC on the agInnovation Chair's priority areas to include diversity, equity, and inclusion in all agInnovation activities. We intend to continue offering regular programming (webinars, meeting sessions, workshops) associated with issues of diversity, equity, and inclusion, to highlight excellence at our institutions, to share success stories.
- The DCC is encouraged to continue its relationship and alignment with Extension's DEI program action team.
- As a parallel to the agInnovation Science Roadmap, an "Equity in Science framework" is in development and the DCC will be consulted to work on this initiative.
- The DCC is encouraged to think broadly and innovatively about launching new agInnovation initiatives – regardless of the likelihood that they will work.
- The DCC is encouraged to find ways to influence the faculty pipeline to research leadership, and opportunity gaps in undergraduate research leadership. These are topics discussed by the Association for Undergraduate Education at Research Universities (UERU).
- Faculty are encouraged to work with 1890/1994 institutions on grant proposal submission and typically that happens as a last-minute ask to tack on one of those institutions in an obligatory way. Michigan State is encouraging a more grassroots relationship approach so that partner institutions are deeply involved in the full cycle of proposal development.
- Ideas for amplifying the awards program?
 - Other communications channels (e.g., BAA Newsletter, NIFA newsletters)
 - Broaden the call for nominations to attract a larger prospective pool of nominees.

- Increasing the level of recognition via press releases or increased amount of the awards.
- Inviting past award recipients back for speaking opportunities or further recognition.
- Promoting institutional award programs. For example, Colorado State University's College of Ag presents an Inclusive Excellence Award - <https://agsci.colostate.edu/about/awards/>
- Directors are encouraged to examine and ask about opportunity gaps by department, by major, and at the graduate student level around milestones.
- USDA needs to hold institutions accountable for student success gaps.

Review of November 2023 DCC Webinar (Jennifer Ballinger)

- The webinar is available on YouTube: <https://www.youtube.com/watch?v=Yf8grN9jil8>.
- Is it appropriate for some accountability for attending the webinar? Is there a way we can follow up and ensure that conversations are being held on institutional campuses?
- Participants from other time zones (e.g., Pacific islands) need to be offered an equitable way to engage asynchronously with webinar content and follow-up.
- **A front-facing agInnovation page will be developed to showcase content around the priority area of diversity in research and education. DCC content and calls to action will be posted related to the initiative area. This will house content which is similar to what's on the ESCOP website, but in a more front-facing package that can be shared with external audiences.**
- **Webinar moderators should be equipped with a blurb to provide context and set clear expectations for the audience.**

Future webinar scheduling. Who's next and what's next?

- **The next webinar will be held in February. The prospective speaker is Jacqueline Mosley of University of Arkansas, 2023 individual excellence award winner and IDI facilitator.**
- This next webinar may set up an opportunity for agInnovation to take the Intercultural Development Inventory. The last time agInnovation (formerly ESS) took the IDI was 2017.
- **Jackie (and future webinar speakers) will be asked to provide a blurb/abstract/half page of bulleted highlights or expectations. We will use that language to help advertise the webinar and pre-annotate what we will be posting online.**

6. How to kickstart a DEI Multistate Committee: What might that look like? Multistate research (the scholarship of diversity, equity and inclusion), coordinating committee (campus DEI experts)?

- An opportunity to join a prospective multistate project writing team could be advertised at the beginning and the end of our next webinar.
- **We could provide a survey form to all registrants that serves two purposes: gathering feedback about the webinar and generating interest in drafting a multistate project.**
- **This could be agInnovation's first foray into customer relationship management and tracking our audience, beyond our Directors.**

7. Call for agInnovation DEI nominations, is there anything we should do different?

- Consider creating a regional DEI awards program.
- Provide a framework to our institutions for establishing their own awards programs. George Smith may be able to influence that framework by showing what Michigan State has in place.
- Could intentionally infuse DEI components into other awards programs in multistate research excellence.

The meeting adjourned at 5:13 pm Eastern Time

DRAFT