



Diversity Catalyst Committee (DCC) Plan of Work 2023-2026 2023-2024 Activities

Mission of the DCC: We unite Experiment Station leaders in promoting a more diverse and inclusive future.

Plan of Work 2023-2026

- Intentionally engage ESS directors on a regular basis on diversity, equity, and inclusion (DEI).
- Recognize outstanding DEI efforts by ESS member.
- Seek best practices currently undertaken by ESS directors and widely share and promote.
- Provide ESS directors with opportunities to engage in DEI educational events.
- Serve the ESS as a DEI resource provider.
- Identify metrics of progress for the DCC and for member institutions.

FY2023 Activities

During 2023 the DCC will:

- Meet on a monthly basis.
- Support the ESCOP Chair's diversity, equity, and inclusion initiatives.
- Engage in strategic planning to identify the mission, vision, purpose of the DCC including re-writing the description of the DCC for the ESCOP website.
- Identify metrics for assessing progress towards improving diversity, equity, and inclusion.
- Assist directors in integrating diversity, equity, and inclusion as an essential component of all programs.
- Issue a call for nominations for the National Experiment Station Section Diversity and Inclusion Awards (individual and group.)
 - Seek nominations.
 - Evaluate nominations and identify a winner.
 - Provide winners with an opportunity to share what they've done during the annual ESS Meeting in September.
- Follow-up on the Call to Action issued to all directors in August 2021.

- Create an inventory of DEI actions and best practices taken by directors.
 - Collaborate with NIFA to profile exemplary actions of the directors.
- Collect ESS DEI best practices and submit to NIFA for profiling.
- Collaborate with NIFA on the presentation of DEI webinars (e.g., “DEI and the NIFA Compliance review process”)
- Propose to the Experiment Station Section DEI-related activities, exercises, trainings, and opportunities are included in the Experiment Station Section agendas.
 - Examples:
 - Longer format, cultural competence training (occurring over several days); creation of ESS DEI Fellows.
 - Offer reading resources (e.g., *The Color of Food: Stories of Race, Resilience and Farming* by Natasha Bowens). Follow up with presentations by the author.
 - Re-offer the Intercultural Development Inventory.
- Collaborate with ESCOP’s Science and Technology Committee to develop a working definition of and a framework for “Equity in Science.”
- Collaborate with the Cooperative Extension Section DEI program Action Team.
- Implement a DCC DEI Webinar.
 - Quarterly
 - Initial theme “The Lived Experience”.