

## DCC Meeting Notes

### 6/22/2023 @ 4:00 PM ET

**In attendance:** Brian Raison (chair), Shannon Archibeque-Engle, Jamie Larson, Anna Katherine Mansfield, David Monks, and Rick Rhodes

#### **Meeting administration:**

1. Approval of the agenda. Motion to approve by Anna Katherine, seconded by Rick. Motion passes unanimously.
2. Approval of the minutes of 5/25/2023. Motion to approve by Rick, seconded by Dave. Motion passes unanimously.

#### **Meeting business:**

3. Discussion of nominations for DCC awards and update on finish what we started (DCC's Plan of Work).
  - Nominations for DCC awards are due on June 30. Currently, three nominations have been submitted. DCC member were asked to solicit directors in their region to submit nominations through the electronic portal: <https://www.surveymonkey.com/r/DCC-award-2023>. The entire DCC will serve as the evaluation and selection body. The complete nominations packets will be forwarded to the DCC by July 3 for consideration during the next DCC meeting on July 27.
  - Rick will send to the regional executive directors an updated "Call to Action" asking directors to submit examples of what they are doing to address the four diversity and inclusion areas identified in the 2021 Call to Action. These included:
    - Recruiting and retaining a diverse workforce: developing a pipeline to support inclusive excellence.
    - Strengthening partnerships among the 1862/1890/1994 institutions.
    - Addressing funding challenges/disparities across the three LGU systems.
    - Reaching/working with underserved populations.
  - Rick shared that Jen Ballinger, tribal relations specialist, Northern Research Station, Forest Service, agreed to present a seminar on "research collaborations, tribal relations, and regional equity" in September. A tentative date of September 28 @ 4 PM ET (during the regularly scheduled DCC meeting) was suggested. Members of the committee suggested that FALCON be asked to contribute to the effort. Rick will reach out to John Phillips. Shannon also suggested consulting with the [Indigenous Land and Data Stewards Lab](#).
  - In continuing the conversation about professional development for the directors, Shannon asked about how the DCC was folding in Hispanic-serving institutions. She noted that we have a growing Hispanic population in this country, and we don't hear about that population in the higher ed conversation. As a second seminar in the DCC professional development series, Shannon suggested [Eric Ishiwata](#) (Colorado State University).

- As a third seminar in the series, Florence Dunkel was suggested. As noted in the May 25 DCC notes, Florence is the author of the book: [Incorporating Cultures' Role in the Food and Agricultural Sciences](#).
- Dave noted and members of the DCC agreed, that we'd benefit from hearing what's working at other institutions. This could be captured in the professional development seminars and in the results of the Call to Action.
- The conversation then turned to a discussion of the DCC's role in assisting colleagues who are located at institutions in states where offices of diversity, equity and inclusion are being closed. The DCC can continue advocating and keep channels of communications open, creating paths of inclusion. Shannon noted that while there is fear and uncertainty around DEI, activities dedicated to equal opportunity and affirmative action will continue. Institutions are doubling down on inclusive excellence, talent development, and free speech. If our student body is to reflect our state demographic, we still have a lot of work to do.
- Anna Katherine suggested a fourth topic for the professional development seminar series. She reflected that "we" don't know much about women in Extension and there is ignorance of sexism issues in agriculture. The concept of "whispering networks" was discussed. These informal networks are meant to protect female workers. A number of suggestions followed. Jamie noted that it was important to empower employees. The topic of "microaggressions and sexism" could be incorporated in the seminar series. Resources that might be discussed include the film, "[Picture a Scientist](#)" and the NSF's report on [Sexual Harassment in the USAP and OPP programs](#). Is there similar reporting by the USDA-NIFA? It was suggested that the DCC gather a panel to discuss the topic of sexism and sexual harassment.
- All together the DCC engaged in genuine and robust discussions.

4. The meeting adjourned at 5:07 PM ET.