

Diversity Catalyst Committee Meeting Minutes

Thursday, August 24, 2023, 4:00 PM ET

In attendance: Brian Raison (Chair), Tala Awada, Douglas LaVergne, Anna Katharine Mansfield, Shannon Archibeque-Engle, David Monks, Shawn Donkin, Alton Thompson, Jamie Larson, Rick Rhodes, David Leibovitz

Welcome and Meeting Administration – Brian Raison

- The group welcomed new members to the committee and went through a series of introductions.
- Approval of the [July 27, 2023, DCC call minutes](#) and approval of the agenda
 - **The minutes and agenda were both approved by acclamation.**

Discussion on agInnovation Incoming Chair's Priorities and Initiatives (follow-up from July meeting)

- The incoming agInnovation Chair is George Smith, Michigan State University. One of George's priorities and initiatives as Chair is to "Fully integrate diversity equity and inclusion as a central component of all agInnovation activities and programs."
 - George is seeking the DCC's thoughts about and/or endorsement of this priority as presented. What actions can agInnovation take to help implement this priority, and how we can measure the impact of our actions?
 - Does the DCC's plan of work drive us in the right direction?
 - Would it be helpful to perform an assessment of the climate of agInnovation Directors? (e.g. Intercultural Development Inventory)
 - We can't embark on the IDI without a plan for following-up on the results in the future, to measure progress.
 - SAAESD and ARD recently had an inaugural joint meeting of research Directors.
 - First session centered around diversity, inclusion, trusted relationships. What began as a quiet conversation blossomed into a rich discussion on cultural and institutional differences. A similar session could be worth exploring at an agInnovation national meeting.
 - SAAESD and ARD intend to continue meeting annually, together.
- Individual goals are different around the country. What would success look like for agInnovation at a national level? What tools are available to assist Directors with making a difference in their campus climate.
- **The DCC endorses the agInnovation priorities as presented. The committee will use its plan of work to guide a path forward for implementation of the priority.**
- **DCC intends to engage agInnovation Directors in an assessment – potentially the Intercultural Development Inventory – to gauge the climate of the organization. We will ensure that there is an opportunity for follow-up on progress made against the assessment.**
- Sharing tools, offering programming, keeping DEI top of mind for Directors
- DEI intends to host a webinar series in the upcoming year. First webinar: Jennifer Ballinger from USDA-FS to discuss "Justice 40" – negotiating research contracts between LGUs and indigenous peoples.
- Pertinent links:
 - Diversity Catalyst Committee Plan of Work, 2023-2026: (http://escop.info/wp-content/uploads/2017/03/DCC_POW_2023-2026.pdf)

- National Association of System Heads Equity Action Framework: (<https://nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/Agendas/2021/02-feb-mtgs/cd-refs/CD-6.pdf>)
- New York Times Guest Essay: *D.E.I. Programs Are Getting in the Way of Liberal Education* (https://www.nytimes.com/2023/07/27/opinion/christopher-rufo-diversity-desantis-florida-university.html?unlocked_article_code=o9N4UgppkkHBUZEKO0WHEXQCWlls09Aic6azlgOlk3neXrv1Yam4EpgLkknjfehislzI4PNBaKzNLRJLXCJcFU8dtCHYnz9SujYU2kjmCuoXfg9MHpMTVXTWgtOoUf4C_kb_htN-3GM9H8HIHNChNri2uZhSbEv8H5LYxbW78UOKg4RG65oqYbd_9BNx7v-dr-Fctv6Qv9SDViDV3TtV1jRZdxronEKU1Jfr1DG5uhaZ_EI9EiV73vd5pEbmsYEwr0kFfHadCyH00pjP6q0pDHOez8EiLWLJIY0cadt5VpD9OGCy3cG1vSbmyj2fwLkPFan1cYpHNJsCvorz0V99za_7y2mg75PGCSEMPglec1hhDzn_9A7l_J5bpOLfJnD&smid=url-share)

Other business

- Century Foundation published a set of recommendations in the *Chronicle of Higher Education* on increasing funding to 1890s Land-grant institutions.
 - Article in the Chronicle of Higher Education: https://www.chronicle.com/article/black-land-grant-universities-are-being-starved-while-white-ones-flourish-report-finds?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_7339921_nl_Academe-Today_date_20230726&cid=at
 - Report from Century Foundation: <https://tcf.org/content/report/nourishing-the-nation-while-starving-the-underfunding-of-black-land-grant-colleges-and-universities/>
- These recommendations are being discussed among the ARD Directors. There may be opportunities for Directors to promote the recommendations or express their support.
- The report is also being reviewed by the Congressional Black Caucus, the Congressional Bipartisan Caucus, and by ranking House Ag committee member GT Thompson (R-Pennsylvania).

The meeting adjourned at 4:51 pm Eastern time.