

Agenda Item # S8

Diversity Catalyst Committee

Committee Members:

Karen Plaut (Chair)	Jackie Burns (SAAESD)
Ali Fares (ARD)	L. Wes Burger (SAAESD)
Charles Boyer (WAAESD)	Shannon Archibeque-Engle (Diversity Professional)
Cynda Clary (APS)	Gary Thompson (NERA)
Doze Butler (APS and ARD)	Brian Raison (ECOP)
Soyeon Shim (BHS)	Alton Thompson (ARD)
Rick Rhodes (NERA)	David Leibovitz (NERA)
Sara Lupis (WAAESD)	Chris Hamilton (NCRA)
Donna Pearce (SAAESD)	Bobbie Moore (NIFA)
Jeff Jacobsen (NCRA)	

ESCOPE Website: <http://escop.info/committee/diversity-catalyst-committee/>

The Diversity Catalyst Committee (DCC) continues to recommend that ESS members and leadership review and implement, where appropriate, elements of the initial Task Force Report in conjunction with any individual institutional efforts with diversity, inclusion and equity. In addition, activity at the regional association level is highly encouraged. The DCC will focus on the highest priority elements from the major thrusts in the Task Force report (Recruitment and Mentoring, System Integration, Training and Best Practices). Electronic communications and actions are the mode of operation with meetings now held quarterly. In the interim, an extensive library of books and other reference materials are available on the ESCOP website under the DCC Resources. Minutes and supplementary materials are routinely posted on the website. Our Rules of Operation have been finalized. Currently, the inaugural call for the National Experiment Station Section Diversity and Inclusion Award is active with a due date of March 30, 2018. The Award call is provided below.

Specifically, we would point out the new “Links” header under the “Resources” box where we will continually add new materials, training and other key resources in support of our efforts (<http://escop.info/dcc-training-resources/>). These are provided to enhance our collective efforts and provide dynamic resources to directors and other allied members. We are actively reviewing our DCC Committee membership, encourage active participation and will reaffirm or recommend new appointments as necessary. Bobbie Moore, NIFA Civil Rights Director has been officially added to the DCC membership. A replacement will be found for Charles Boyer (WAAESD) and Jackie Burns (SAAESD) will rotate off and not be replaced. Wendy Fink (APLU) has been asked to contact the BHS for a replacement for Soyeon Shim. Donna Pearce has joined DCC as committee support.

In addition to continually reviewing the original Task Force Report, the DCC will institute a regular element in our quarterly calls with regional highlights on innovative activities. Where applicable, these will be recorded and uploaded. DCC members also commit to reporting any individual member activity relevant to the DCC. Finally, the DCC has actively provided input into the Fall 2018 ESS/ARD Annual Meeting program to ensure continued engagement across the national group.

National Experiment Station Section Diversity and Inclusion Award¹

Beginning in 2015 with the establishment of the ESCOP Diversity in Research Leadership Task Force (now the permanent Diversity Catalyst Committee), the Experiment Station Section (ESS as AES and ARD) forged a new commitment to increase diversity across its constituencies and foster inclusive environments which empower all groups within organizations to work better collectively. **Diversity** is defined as differences among people with respect to age, socioeconomic status, ethnicity, gender, physical and mental ability, race, sexual orientation, religion and spiritual practices and other human differences. An **inclusive organization** is defined as having a culture which empowers all members to continually innovate, assess and redesign programs, policies and practices to support the success of its membership. ESS through its individual and collective efforts aspires to consistently and holistically model and practice inclusive excellence, as is expected of modern institutions and organizations affiliated with Higher Education.

The National Experiment Station Section Diversity and Inclusion Award support efforts that go beyond simply meeting EEO/AA program requirements. This award recognizes research efforts that support the creation of diverse and inclusive teams at the local, state, regional, or national level. Such efforts could impact one or more of the following areas: administration, advisory and decision-making groups, audiences, coalitions, educational materials and delivery methods, funding, initiatives, policies, programs, staff, and stakeholders.

Award Presentation

The recipient(s) of the National Experiment Station Section Diversity and Inclusion Award will be recognized at the annual AES/SAES/ARD Meeting held in September/October each year with a commemorative plaque and \$1,000 cash award from ESS. Travel reimbursement to attend the awards event will be provided for the primary recipient(s) by ESS. The recipient(s) will be asked to submit photos and a project summary for the ESCOP website, the NIFA Update and for integration into the APLU Award Program. The awardees will also be asked to submit an impact statement for the landgrantimpacts.org database which describes research impacts to the public.

Eligibility and Deadline

The nominee can be an individual, a team or an organization composed of faculty and scientists, staff, students, post-docs or others who contribute to ESS projects and activities in clear and quantifiable ways. The due date for nominations is March 30, 2018. To be considered, nominations must be submitted by email to the DCC Executive Vice-Chair, Jeff Jacobsen (jjacobsn@msu.edu).

Criteria for Nominations

Nominations can be submitted from any area of ESS. Nominations can be made by anyone, including self-nominations. When writing nominations, special attention should be given to efforts that have the potential to be sustained over time or can be replicated in other comparable situations.

The five following elements (total 100 points) will be considered in the review process and should be described clearly in the nomination.

¹ This award nomination was adopted with permission from the Extension Diversity Award.

Purpose: Why was this effort undertaken? Describe the efforts by a person, group or organization to achieve diversity and inclusion in an ESS project/program (e.g., Hatch, Hatch Multistate, Evans-Allen, McIntire-Stennis). How does the project achieve diversity and inclusiveness with its advisory and decision-making groups, audiences, staff, and stakeholders? (Maximum 10 points)

Basis: Why is this effort worthy of recognition? (Maximum 20 points)

Effort: Are actions and activities in support of diversity and inclusiveness appropriate and fundamentally sound? How do the actions and activities demonstrate impact? (Maximum 20 points)

Impact: Describe efforts that have led to positive, sustainable programmatic and/or organizational change across ESS, institution(s), college(s), department(s) and/or other units? (Maximum 30 points)

Innovation: How did (or will) this effort enhance existing models or create new models for positive change? (Maximum 20 points)

Nomination Package Guidelines

Nominations must not exceed word limits below, and must contain the following:

1. Name, title, address, phone number and e-mail of nominee(s).
2. Name, title, address, phone number and e-mail of nominator(s).
3. A brief synopsis of nomination (30 words or less).
4. A narrative explaining the five elements in the criteria given above (400 words or less per element).

Limitations

Incomplete applications or applications in excess of size limitations will not be considered. Please do not forward DVD's, bound publications or other support materials with the nomination. Only electronic submissions will be considered. Nominations may include links to supplemental materials that clearly demonstrate one or more of the nomination elements.

Selection Process

An Award Review Panel² is appointed by the ESCOP Diversity Catalyst Executive Committee to review nominations and recommend the recipient to the ESCOP Chair and NIFA Director. Upon the recommendation of the Award Panel, an award may not be given every year. The process would be completed by May 1, 2018.

² The inaugural Award Review Panel is the Chair-Elect, one Director, a NIFA representative, a diversity and inclusion professional, a representative from an allied organization or a faculty member designated by a director who has demonstrated commitment to diversity and inclusion. In future years, the previous award recipient could serve in the faculty representative capacity.