



Equity, Diversity & Inclusion Committee American Society of Plant Biologists

Committee meeting, August 6, 2023; 11:00am-12:00 PM PST
Via hybrid

COMMITTEE MEMBERS:

	Danelle Ignace, Chair
	Imara Perera
	Ramin Yadegari
	Adam Steinbrenner
	Anjali Iyer-Pascuzzi
	Kevin Cope
	Gurleen Kaur

STAFF/GUESTS:

	Crispin Taylor, CEO
	Sylvia Lee
	Mary Williams
	Guest - Jennifer Covington
	Kevin Cox

Agenda Items

1. A Discussion about Front & Center with Kevin Cox: They have worked on a visibility campaign for BIPOC scholars to promote them and give more visibility. They want to spark a network to share resources, job ads, advice, etc. to build community to have a support system.

They'd like to host a webinar series. Discord has not worked well for connecting online and Slack fizzles out of interest. There is a monthly newsletter. They are trying to find ways to organize to start sharing more with ASPB. Romi feels this workload is becoming a lot. They are trying to find someone to run this and also organize events. Ultimate they want to 1)- increase visibility. 2) - financially support scholars and 3) -build front and center.

2. Root and shoot steering committee (Mary):

Up to date:

- a. They received this expansive grant. Created an inclusive conference working group. They took volunteers from all 6 organizations. Create a series of recommendations and proposals from travel awards, to speakers, venues, facilities, etc. Developing a series of training/discussions. The area people felt uncomfortable about was their safety at conferences, so they drafted a community guideline hoping this lowers the barrier.
- b. One of the big questions: What are the consequences of any kind of code of conduct violation? What restorative justice can there be? They are on site and going to help after the meeting to work on restorative justice.
- c. A consultant group helps with bystander intervention training. They worked with advanced geo and work with scenarios.
- d. NSF is supportive of this effort, and encouraged to apply for more funding.
- e. There needs to be a synthesis to compare meetings of the organizations.
- f. Issues in the beginning have been resolved. Now it's a formal program.

3. Program committee update (Ramin): We need to add a symposium session right away for the next meeting. January at the latest. The 2026 meeting is going to be in Canada. They want to have a member from Canada represented on the committee. Cost of meetings: hybrids not a good option. Maybe we could shorten the meeting or reserve a smaller space. There was some discussion of having alternate years of in person and then online, recognizing that this is not ideal.

5. Adjournment