



EDIC American Society of Plant Biologists

Minutes of Committee Meeting held October 19, 2020; 3:30 PM CST
Zoom meeting

COMMITTEE MEMBERS:

Present: Asia Hightower, Miguel Vega-Sanchez, Danielle Ignace, Brianna Griffin, Adam Steinbrenner, Anjali Iyer-Pascuzzi, Cris Argueso

Absent: Sona Pandey

(STAFF): Crispin Taylor (present); Sylvia Lee (absent)

Minutes

1. Approval of agenda; moved by: Danielle; seconded by: Cris
2. Agenda Item 1: Member introductions
 - a. Each member introduced themselves using ppt slides.
3. Agenda Item 2: Discussion/review of committee activities
 - a. Crispin and Miguel provided an overview of the travel grant applications that the EDIC committee members review each year around mid-December (for regular travel awards) and January (for recognition travel awards). The recognition travel grants are the awards specifically reserved for underrepresented minorities and early career faculty in plant science. We briefly went over the process and expectations. More details to come late in 2020 as applications start coming in.
 - b. Collaboration between EDIC and WiPB for Plant Bio 2021 workshop: Eva Farre, WiPB chair, reached out to Miguel to propose a joint workshop on highlighting institutions that have made a positive impact on advancing inclusion and diversity. Crispin suggested to connect with David Asai at HHMI. Adam volunteered to work on this with Sibongile Mafu from the WiPB. We also discussed the idea of continuing the “implicit bias” training sessions that were carried out successfully earlier this Summer/Fall. Miguel to follow up with Eva on these and other potential joint initiatives with WiPB.
 - c. “Surviving academia and industry”: EDIC luncheon proposed by Asia. Anjali volunteered to co-lead this project for Plant Bio 2021
 - d. Miguel, Brianna and Asia will work on the white paper initiative that the Early Career Professionals Section have started. This project will develop guidance on EDI best practices for institutions.
 - e. EDIC symposium: Cris and Danielle volunteered to work on the symposium topic for Plant Bio 2021.
4. Agenda Item 3: ASPB Diversity Statement. Judy Callis reached out to the EDIC to ask for input on revising the diversity statement. The committee will continue reviewing and providing comments as a group via email. Miguel to send out latest version with comments.

5. Any Other Business: we agreed to have quarterly meetings following ASPB Council meetings; and continue ad hoc conversations by email.
6. List Action Items:
 - a. Miguel to connect Adam with Eva and Sibongile (Done)
 - b. Miguel to connect with program committee chair and Eva Farre.
7. Adjournment at 5 PM CST.
8. List any privileged/confidential items (for redaction from public version of minutes)

The committee discussed re-branding this symposium in order to avoid the “stigma” of being only for minority/underrepresented scientists. The broader issue of more diversity of speakers for plenaries and other symposia keeps being a topic that the EDIC members feel strongly. We suggested that EDIC will sponsor a symposium on a specific scientific topic, rather than calling it the “EDIC symposium” and to involve the secretary of the program committee in the recruiting of speakers to make it more official. In addition, a stronger connection between program and EDI committees is needed.