Meeting Summary

Equity, Diversity, and Inclusion Committee (EDIC)

March 26, 2021

Attending: Cris Argueso, Anjali Iyer-Pascuzzi, Danielle Ignace, Brianna Griffin, Sylvia Lee and Miguel Vega-Sanchez.

We discussed the top inward and outward diversity initiatives for ASPB based on Judy Callis’ request:

- The EDIC members aligned on a set of recommendations to prioritize as ASPB and shared the list with Judy and Crispin (to be discussed at the May Council meeting)
- Dannielle made some key suggestions:
  - We added Tribal Colleges in addition to HBCU’s as part of the top external recommendation
  - We removed the use of the term “pipeline” in regards to increasing sustained support for URMs in science
- We discussed potential challenges we could face related to the “increase awareness, educate our members on institutional racism, implicit biases”
  - We need full commitment from ASPB leadership that it is important for ALL ASPB members, not only current allies – we need to reach out to folks “on the fence”
- We agreed we need an update on the status of the “Excellence in Inclusivity Award”

- Recognition travel Award (RTA) Grants
  - This is EDIC’s full-ride travel awards for URMs and/or folks working to directly help and support URMs (https://aspb-rta.secure-platform.com/a/)
  - We will review applications for these awards after the application deadline of April 7, 2021
  - All 2020 RTA awardees deferred their awards for 2021, and we may grant up to 10 awards in 2021
  - We discussed options (listed below) for specific virtual programs/activities for PB2021 for RTA awardees: the committee will align on what virtual activities we will do/facilitate in the coming weeks
    - Welcome meeting with EDIC and ASPB leadership to onboard RTAs and introduce them to the PB program and EDIC activities
      - Include previous awardees as well
    - Facilitate introductions/meetings between RTAs and specific plant scientists they are interested in meeting/connecting/networking
      - Maybe a pre-meeting to know who they want to meet so we can invite them to a special meetup?
    - A meeting between the EDIC mini-sym speakers and RTAs for networking
    - Mentoring pairs to help RTAs have an official point of contact during the meeting
      - Is this of value for a virtual meeting? Need to decide how to do this if we agree, maybe recruiting ASPB council members to be “meeting mentors” in addition to EDIC members?
The mentoring idea can be extended beyond the meeting: engage all ASPB members to volunteer as mentors? Tying this into the ASPB diversity initiatives would be good.