

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