

Luz-Maria Gordillo, Nancy Deringer, Chakradhar Mattupalli, Ani Jayakaran, Christina Sanders, Georgine Yorgey, Dixie Kearney, Tarah Sullivan, Chantal Krystiniak, K@ Odell

Some members of the committee have completed their two-year commitment to the Committee and will be transitioning off the committee. We thank everyone for their service to CAHNRS. If you want to stay on the committee for another term, please let Luz-Maria know.

Business from the previous meeting:

How do we infuse DEI into our recruitment and retention processes College/Department level so we can hire and maintain a more diverse workforce from historically underrepresented groups?

- Have NOVs with gender-neutral, inclusive, and equity-minded language.
  - NOV's blind review (no names) for the first round of selection – come up with the policy and procedures
  - Cast a wider net when recruiting and tap into affinity groups' national/local organizations
  - Allow candidates to have the questions prior to the interview – (24 hours in advance)
  - Prepare a DEI budget for recruiting and retaining (DEI is costly) – due to budget constraints, this may be a hard sell, but we have to start somewhere
  - Extension LEP (Limited English Proficiency) and LAP Language Action Plan - Kenitra Keeney is working on this plan
    - Luz-Maria shared an article about 15 facts about Latino Well-Being in Washington [https://latino.ucla.edu/research/15-facts-latinos-washington/#:~:text=1.,the%20same%20time%20\(30%25\).](https://latino.ucla.edu/research/15-facts-latinos-washington/#:~:text=1.,the%20same%20time%20(30%25).)
    - Thanks to Nancy's Student Success and Academic Programs group, we are making some good strides
    - We must mitigate the barriers to reaching these under-served minority groups
    - Making recruitment videos that include both English and Spanish
    - Making an effort to make CAHNRS inviting to minority groups
    - Offer limited language seminars on some simple and key phrases – making the effort can help build trust
- i.e.: <https://livestock.extension.wisc.edu/2022/12/14/farm-industry-short-course-offers-spanish-for-dairy-industry-series-beginning-in-february-2023/>  
*This can be a problematic and sensitive subject due to some language stigmas*

Working on some DEI training for Master Gardeners – OSU has put together a great training program

How do we support, validate, and reward faculty, staff, and students of color at the college/department/unit level?

- DEI mini grants
- DEI Faculty, staff, and student awards

- What are Heritage Months for? Why do we have them? During that month, you want to make them feel valued and understood. Check-in with folks from that group and ask how they are doing and how you can support them.
  - Pride Month?
  - Black History Month?
  - Hispanic/Latinx Month?
  - Native American?

What do you want to see in your department change?

Check-in with Committee Members – Membership/Wellness

Meeting Adjourned

Notes prepared by K@ Odell