

## **“Inclusive Excellence” Call to Action 2021 Report**

*Submitted by Anna Katharine Mansfield, Associate Director*

### **What challenge area you are addressing?**

Since August 2020, the Cornell AgriTech DEI Council (formerly Committee) has begun to address two of the four D&I Challenge Areas:

- Recruiting and retaining a diverse workforce: developing a pipeline to support inclusive excellence.
- Reaching/working with underserved populations.

### **What actions have you taken?**

- Created, completed, and analyzed data from internal climate survey
- Initiated integrated Diversity, Equity, and Inclusion Council
- Drafted and initiated three-year DEI plan:
  - Yr 1. Internal climate
  - Yr 2. External climate
  - Yr 3. Metrics and accountability
- Initiated informal monthly meetings of principal DEI leaders at Cornell AgriTech, Cornell Cooperative Extension, and the College of Agriculture and Life Sciences
- Hosted, or have secured speakers for, station-wide talks or workshops on:
  - The history of indigenous peoples at Cornell AgriTech
  - Anti-racism initiatives in Cornell Cooperative Extension
  - Microaggressions in the workplace
  - Gender and sexuality
- Drafted agenda and programming for an AgriTech employee onboarding program to include community expectations and cultural norms for international employees (to be completed in May 2022)
- Encouraged and supported formation of Employee Affiliate Groups (EAGs) for Minority Genders in STEM and LGBTQ employees
- Initiated planning for student assistantships and internships for underrepresented minority candidates
- Two faculty searches were conducted with emphasis on diversifying candidate pools; both were filled with diversity hires
- With the help of Cornell’s American Indian and Indigenous Studies program, land acknowledgement language was drafted and is under review for consideration by the historically dispossessed Seneca Nations

### **What resources have you deployed?**

- Associate Director effort reapportioned to include DEI initiatives
- Discretionary funds used for professional training in DEI programming for DEI Council co-chairs
- DEI training and programming available from Cornell

- Commitment to invest discretionary funds in student assistantships and internships for underrepresented minority candidates

### **What gaps will you address?**

- Cornell AgriTech community is largely white, male, and cishet; training on the realities of normative culture and privilege and its implications for recruiting and retaining diverse candidates
- Critically assessing current demographics and cultural norms to improve inclusivity for underrepresented groups within the AgriTech community
- Critically assessing stakeholder reach to determine what groups are being overlooked and how extension and outreach programming can be more accessible and welcoming
- Support and encouragement of individual growth for all community members
- Acknowledgment and 'credit' for DEI work in annual reviews

### **What goals are you seeking?**

- To provide baseline education about normative culture to all community members
- To support critical, open discussion about the strengths and weaknesses of current culture, and create a common vision for change
- To identify and empower leaders within the community to advocate for equity for minority segments
- To create a self-aware, accessible culture where individuals can bring their full, authentic self to work

### **What does diversity and inclusion look like on your campus or station?**

- Majority white
- Age-stratified such that white, cishet men still hold most leadership positions, but younger leaders and more diverse
- Diversity largely consists of women and international academics
- Student and staff population is more diverse in almost all parameters than faculty

### **How does this CTA fit into your station, college, or university DEI strategic plan?**

- Cornell AgriTech made a commitment to diversity, equity, and inclusion in late 2019; the social upheaval in 2020 prompted rapid action in the development of a DEI Committee. In 2021, this committee was transformed into an integrated DEI Council, and charged with the development of a DEI strategic plan.
- In the spring of 2021, DEI strategic plans were requested from the College for all units, including AgriTech; so the still-developing strategic planning document was reformatted to fit the college template.