

Diversity, Equity and Inclusion (DEI) Council

Names of Members Present: Armitra Jackson-Davis (Chair), Erin Headley (Vice Chair), Karla Acosta, Grace Akumu, Christina Allingham, Takiyah Ball, Laurenda Carter, Ann Charles Vegdahl, Mary Donaldson, Yaohua Feng, Tony Flood, Lawrence Goodridge, Shauna Henley, Marti Hua, Minji Hur, Caitlin Karolenko, Vijay Krishna, Shenmiao Li, Yvonne Masters, Kyle McCaughan, Jennifer McEntire, Adeniyi Odugbemi, Alexis Omar, Ruth Petran, H. Lester Schonberger, Natalie Seymour, Angela Shaw, Tori Stivers, Jennifer Turpin, Mariana Villarreal Silva, Vanessa Whitmore, Michael Wood.

Board/Staff Present: Manpreet Singh.

Number of Attendees: 32.

Meeting Called to Order: Sunday, July 14, 2024, 10:16 a.m. Pacific Time.

Minutes Recording Secretary: Erin Headley.


Old Business: Armitra Jackson-Davis called the meeting to order by welcoming IAFP DEI Council members. She also recognized outgoing IAFP Board Liaison Michelle Danyluk, incoming IAFP Board Liaison Manan Sharma, prior Chair Angela Shaw, and Secretary Yvonne Masters. She shared reminders to use microphones and upcoming IAFP meetings.

Mike Batz, FDA, motioned to approve the previous year's meeting minutes. Angela Shaw, Texas Tech, seconded the motion.

Armitra Jackson-Davis read the mission and vision statements and purpose of IAFP DEI Council. She also shared the IAFP DEI Council Member responsibilities for new and existing IAFP DEI Council members.

Next, Armitra Jackson-Davis gave an overview of accomplishments since last year's meeting. The IAFP DEI Council met 4 times since last year's meeting. New to IAFP this year is the Quiet Room that was organized by members of the IAFP DEI Council. There is signage outside the room to explain use of the space. The use of pronoun stickers for name badges this year was continued. There were three roundtables and symposia co-sponsored by the IAFP DEI Council approved for this year's meeting. The IAFP DEI Council is currently working on the Best Practices Guide for Exhibitors that was submitted to the IAFP Board in February 2024 and will make the updates for the 2025 meeting. Members of the IAFP DEI Council created a separate sub-group to form a Welcome Committee. Other members are also working on the Why Campaign and short videos developed by the Rapid Response & Outreach subgroup. This is being reviewed by the IAFP Board.

New Business: The attendees in the room were then placed in sub-groups for discussion and brainstorming on discussion of potential symposia, roundtables, workshops, and/or webinars for the 2025 Annual Meeting (Cleveland, OH) and items for the IAFP DEI Council to focus on for future efforts. Feedback from each group was received.

 Group 1 suggested Food Safety Training for Diverse Groups, Women in Food Safety (Roundtable); a Webinar during International Women's Month, a DEI Workshop Communication Plan (how and where, frequency?) and how do we measure success? What is done at meetings outside the U.S.?

Group 2 suggested Food Safety Education including states with freedom food laws, embracing accessibility, applying food safety regulations in diverse manufacturing or retail environments. What does that mean for employees in plants, continuing DEI efforts in a challenging environment?

Group 3 suggested accessibility to safe food; collaboration with Education PDG, cultural competency, educating on hidden disabilities (including use of the sunflower), academia's reach – how to get people to different historically ethnic areas; tangible and actionable outcomes; how do we encourage and support each other to see other perspectives; TED talk concept.

Group 4 suggested the need for more help developing inclusive education, broader discussion on small producers developing DEI programs and guidelines; more cultural awareness, resources on DEI Council website; role of AI in DEI and translation issues; a webinar about the health disparities symposium follow up; Group 4 also commented on the Role of the Council. They suggested developing a newsletter; creating a gathering of community-based groups and an opportunity for DEI engagement in these; opportunity for additional engagement groups like employee resource groups (ERG's). Group 4 also suggested Workshops focused on how to support projects related to DEI topics and multi-lingual information.

Group 5 suggested to collaborate with the Student PDG/Welcome Committee on how International students can get involved; Invite DEI Council members to other organizations; ethnic food safety

Group 6 suggested culture-based food safety education; culturally competent food safety practices; a Roundtable on DEI in the workplace; a webinar with an external speaker; a webinar on microaggressions; an IAFP Marketplace session with Affiliates; Quiet Room separation from lactation space, meditation/prayer room; expand pronoun types stickers to languages spoken; and a QR code with more information about the meals being served and preparation.

Erin Headley, Vice Chair IAFP DEI Council, shared that the members of the IAFP DEI Council serve two-year terms. The Chair, Vice Chair and Secretary also serve two-year terms. At next year's meeting the chairs will rotate roles, and the Vice Chair and possibly the Secretary positions will be open along with other positions as members of the IAFP DEI Council. Those interested in serving are encouraged to apply when the selection process opens in February 2025.

Numbered List of Recommendations to the Executive Board:

1. The IAFP DEI Council recommends having free-standing lactation pods for nursing mothers at future annual meetings.
2. The IAFP DEI Council recommends having additional stickers for name badges to self-identify languages spoken and if the member is hard of hearing.

3. The IAFP DEI Council recommends the IAFP Board consider having closed captions and American Sign Language (ASL) interpreters for the Opening Session/Ivan Parker Lecture and John H. Silliker Lecture.
4. The IAFP DEI Council recommends nominating Secretary candidates by geographic region on a rotating basis to increase international representation on the IAFP Board.

Next Meeting Date: Sunday, July 27, 2025 in Cleveland, Ohio.

Meeting Adjourned: 11:47 a.m. Pacific Time.

Chairperson Name: Armitra Jackson-Davis