

DIVERSITY, EQUITY AND INCLUSION (DEI) COUNCIL

JULY 16, 2023

Members Present: Armitra Jackson-Davis (Chair), Erin Headley, Karla Acosta, Anthony Adeuya, Grace Akumu, Christina Allingham, Rane Anderson, Takiyah Ball, Michael Batz, Renee Boyer, Briana Burke, Melvin Carter, Caio Carvalho, Brenna DeRocili, Aaron Dudley, Ellen Evans, Tony Flood, Suzy Hammons, Gordon Hayburn, Haknyeong Hong, Lee-Ann Jaykus, Minji Kim, Kali Kniel, Kathy Knutson, Vijay Krishna, Terence Martin, Yvonne Masters, Kyle McCaughan, Alexis Omar, Stacy Ostromecki, Ruth Petran, Harmeen Prasher, Gale Prince, Dwayne Roberson, Lisa Robinson, Lester Schonberger, Sofie Schryvers, Natalie Seymour, Manan Sharma, Angela Shaw, Tamika Sims, Sloane Stoufer, Francisco Garces-Vega, Sarah Kozak-Weaver, Jodi Williams, Lily Yang, Marcel Zwietering.

Board/Staff Present: Ruth Petran, Manpreet Singh, Lisa Hovey.

Number of Attendees: 46.

Meeting Called to Order: Sunday, July 16, 2023, 2:00 p.m. Eastern Time.

Minutes Recording Secretary: Yvonne Masters.

Old Business: None.

New Business: Angela Shaw discussed background related to the IAFP Diversity, Equity and Inclusion (DEI) Council feedback session. She introduced the DEI Council members and described the Subgroups. Angela Shaw explained the mission and vision of the DEI Council. She emphasized inclusion. Also, the purpose of the Council was discussed. Lester Schoenberg was recognized during the meeting for his efforts related to the video that he created as part of the Rapid Response Subgroup. Angela Shaw then discussed the feedback mechanism for IAFP Members. Angela Shaw opened up the discussion for feedback.

There was a question about IAFP Membership (~60%, industry, ~20% academia, ~20% government) and membership not representative of these percentages. Angela Shaw explained that the DEI Council is balanced between academia, govern-

ment and industry and also mentioned there are two spots for Minority Serving Institutions. The Charter states to balance between academia, government and industry and there is a Selection subgroup for Council member selection.

The following question was posed: What DEI topics would you like to see education around? Angela mentioned webinars, best practices for symposium, and education about pronouns.

There was an idea out of the *Journal of Food Protection (JFP)* Management Meeting to use AI to increase accessibility for writing and communication – the comment was made that this would be a good webinar. In previous PDG meetings, there was a question about how to retain employees in food safety spaces. Another person mentioned that we need to create and hire diverse food safety candidates. There was mention of more focus on women in the workplace. It was mentioned that in Canada, women have better maternity leave and a potential of employers to bring back employees part-time after paternity/maternity leave to allow them to remain engaged. Mentoring young women is important in the development of skills. There should be some education about how to talk about DEI topics. Angela Shaw asked if people would come to a workshop on DEI before the IAFP Annual Meeting. This workshop would be for IAFP Members. Someone asked how to have these conversations in a safe space. Individuals were not sure if companies are already doing this type of DEI education. Someone said to perhaps develop some roundtables about this instead of a workshop prior to the IAFP Annual Meeting.

Someone mentioned limited funding for sending people to attend a workshop. There should be a topic of how to influence someone such as using data. Stereotype training is important. There was a recommendation to bring in a professional in the DEI space for the workshop that is compensated.

HR representatives of companies would be interested in the workshop.

Student education on DEI would be useful since it's not common knowledge among students. Field personnel in government regularly interact with people that have not been trained in DEI. An example was given that a customer was not listening to what the lead scientist was saying when speaking up. The individual wished the colleague had training on how to be an ally. A male colleague wanted to help but did not have the education/tools to do that.

It would be good to have a talk on the business impact of diversity discussion scientific data behind it. It was also recommended to have some education on how to train manufacturing workers vs. corporate on DEI. Currently, there is no buy-in from manufacturing workers. How do we get them involved? Include different aspects of diversity (hearing impairment and challenges as an example) so we can better include them. People need to be brave.

The following question was posed: What are some best practices at conferences that you would like to see IAFP implement? Angela thanked the IAFP Board. She discussed updates to the labeling of food at the conference (e.g., allergens), rentals for scooters, and microphone use. One person said there needs to be a sensory-friendly space free of fluorescent lights and noise. There should be the use of inclusive graphics so people can truly understand presentations/posters (e.g., color blind). There was a comment on the good use of the catering and dietary signage (e.g., for celiac).

Someone asked if there was a template for student poster that encompassed inclusive colors? Scoring rubrics should include scoring for accessibility. The diversity of judges is also important.

One aspect that would be useful is to have IAFP Annual Meeting as a hybrid event due to funding and/or visa issues. Angela Shaw mentioned that this has been discussed many times.

The following question was posed: How would you like to provide feedback to the DEI Council? No comments for this question were mentioned during the meeting.

What are some goals/concerns you would like to see DEI Council focus on?

Students should be involved early and often. There was mention of student scholarships and student resources available. Someone liked the focus on diversity, but would also like to see a focus on inclusiveness. Angela Shaw mentioned the forming of an IAFP Annual Meeting Welcome Committee and brainstorming for that idea.

Simple things can be done in a virtual space or real space in terms of training (how to run a meeting, including closed captioning in webinars). This is a leadership question. Do people have all the tools to be inclusive?

Anything new that we put in we need to explain why. Communication is important and focus on the "why." Angela Shaw mentioned a Why Campaign through the Council.