

DIVERSITY, EQUITY AND INCLUSION (DEI) COUNCIL JULY 31, 2022

Attendees: Angela Shaw (Chair), Armitra Jackson-Davis (Vice Chair), Yvonne Masters (Secretary), Arpita Aditya, Mary Anne Roshni Amalaradjou, Benjamin Chapman, Shannon Coleman, Lawrence Goodridge, Erin Headley, Adeniyi Odugbemi, Rose Omari, Ana Allende Prieto, Manan Sharma.

Board/Staff Present: Ruth Petran, Lisa Hovey.

Visitors: Takiyah Ball, Teresa Bergholz, Kolawole Banwo, Carl Custer, Anthony Flood, Amanda Kinchla, Rhoma Johnson, Kali Kniel, Kathy Knutson, Vijay Krishna, Loralyn Ledenbach, Maurisa Mansaray, Patricia Millner, Alexis Omar, Katie Overbey, Salina Parveen, Gale Prince, Lory Reveil, Don Schaffner, Markeia Scruggs, Brad Taylor, Trish Tolbert, Joelle Williams, Michael Wood, Lily Yang, Mary Yavelak, Lei Zhang.

Number of Attendees: 45.

Meeting Called to Order: 3:15 p.m. Eastern Time, Sunday, July 31, 2022.

Minutes Recording Secretary: Yvonne Masters.

Old Business: None.

New Business: Announcements from the IAFP Board (Ruth Petran). Eighty percent of attendees and exhibitors this year. DEI is an integral part of the IAFP and is a priority – diversity in speaker selection, topic selection, and inclusion. Think about how you can help with DEI at IAFP.

Angela Shaw recognized Vice Chair (Armitra Jackson-Davis), Secretary (Yvonne Masters) and current DEI Council members and new DEI Council members. She discussed the DEI Council background (vision, mission, and what was done in the first year).

Angela Shaw described the goals of each of the subgroups during the year (Survey, Evaluations, and Selection/Election subgroups). She discussed the DEI Council virtual meeting that was designed to get feedback ahead of the 2022 IAFP meeting. For the Survey subgroup, 10% responded to the survey. A white paper is in progress for the anonymous survey data. Armitra Jackson-Davis discussed the Evaluation subgroup. She stated that Shannon Coleman led the subgroup designed to review the position of Secretary and Garry Acuff led the subgroup on the evaluation of awards. Yvonne Masters discussed the work of the Selection subgroup.

Angela Shaw asked for feedback from IAFP Members in the room on the topic of how to make the IAFP events more inclusive. She gave the idea of creating a Welcome Committee as an example.

Then, Angela Shaw opened it up to the group in the room for feedback. Below is what was discussed.

Question was asked about the difference between a Council and a PDG. Angela Shaw discussed how members of the Council were chosen and the selection process. She described the difference between a Council and PDG.

Is Accessibility included in DEI? Angela Shaw explained that accessibility was a part of the survey questions. One example was given of using microphones so everyone can be heard. Members expressed that this should be part of the announcements at the start of each meeting (e.g., PDG, Committee, Symposia, etc.).

Someone asked: Do we know what we are trying to solve? What problem are we trying to tackle first? Angela Shaw explained that we want representation on all levels since we are an international organization. Our mission is food safety. We want to have diversity of thought in our organization.

There was a question regarding diversity/identity of IAFP Members. Angela Shaw explained that legal counsel's advice to IAFP was to refrain from including identity questions in the IAFP member profile and that IAFP should not store identity data. She explained potential for lawsuit as explained by IAFP's legal counsel. Several IAFP Members urged IAFP to look at what other organizations have done for identity information, be bold, and urged IAFP to continue to get identity data. These members felt strongly about getting this information.

Armitra Jackson-Davis and Angela Shaw urged IAFP Members to fill out the online survey to give feedback. The online survey will be available for members to provide during the year. Here is the link to the online survey to give feedback: <https://www.surveymonkey.com/r/IAFPDEIQualtrics>.

Angela Shaw mentioned that we have the anonymous data for the paper, but are still working on the recommendations. One IAFP Member urged that the IAFP release the anonymous identity data now and say that the recommendations will come out soon. Someone said that there should be feedback from IAFP Members for recommendations for the anonymous identity data.

Ruth would like to see very specific recommendations that can be practically implemented.

Make DEI a benefit to the people and the organization.

Someone asked: Why is this meeting not hybrid? Most large scientific conferences are hybrid. How can IAFP achieve this? Several IAFP Members expressed that IAFP should have a hybrid conference.

A DEI Council Member mentioned that there were awards with a number of global affiliates. She listed them.

Find ways to get more diverse pool of award applicants.

One person said that we should directly encourage people to apply for the awards and/or encourage people to consider joining a committee.

How do we practically make the IAFP Annual Meeting more inclusive? One suggestion is to make an announcement to use the microphone at each meeting so people can hear you speak. Another was to continue providing the pronoun stickers.

Someone brought up issue regarding student visas and travel award winners. It was too late by the time they found out to get a student visa for the IAFP Annual Meeting.

DEI Council should have a meeting after announcement of awards process (in November) to come up with recommendations for IAFP Members to nominate people for awards.

There should be more student involvement in DEI Council. Angela Shaw noted that there was only one student applicant.

There should be a mentoring committee to help the mentors know what to do and so they can be better mentors.

There was a recommendation to put a statement about gender pronouns on the IAFP website.

Discussions: Wendy discussed the notes from the three virtual meetings held throughout the past year. Calls were held in November 2021, March 2022, and June 2022. The calls were recorded and are available on *IAFP Connect*. Wendy or Susan can help if you need help navigating the platform, and can be sent to those requesting the recordings.

Wendy went through the proposed changes to the Affiliate Council Operational Guidelines. Dan Erickson recommended to change the word “active” to “current” in the Membership (Section A). Motion was seconded and verbal vote accepted. A second motion was made to strike the wording in Part B from a 2-year term total instead of the 4-year term total. There was no second on the recommended change. An open discussion then took place with pros and cons on the change request. Motion was made and seconded to have voting take place by email. Strike the words “if necessary” in Section III, #5, 2, and additional wording was changed to say the candidate would be selected by the Delegates and those “self-nominated.” Motion was made to approve and seconded. Motion was made and seconded to remain at one-year terms for each of the Affiliate Council officers. Motion passed.

Election of Affiliate Council Secretary: Minto Michael, Delegate from Washington, offered to stand for election for Affiliate Council Secretary for 2022–2023, then declined when he knew Fabiana Guglielmo, Delegate from Argentina, had previously offered to stand. Fabiana gave a short recap of her career. No other nominations came from the floor. Vote was taken and passed to elect Fabiana Guglielmo as incoming Affiliate Council Secretary.

Presentation of the Affiliate Awards: Wendy highlighted the achievements of the award recipients and announced the 2022 Affiliate Awards as follows:

Affiliate Membership Achievement – African Continental Association for Food Protection

Affiliate Member Education – Indian Association for Food Protection in North America

Affiliate Communication Materials – British Columbia Food Protection Association

Best Overall Affiliate Meeting – Turkish Food Safety Association

The Georgia Association for Food Protection received the C.B. Shogren Memorial Award, which will be part of the Awards Recognition Presentation at IAFP 2022.

Old Business: None.

New Business: Haknyeong Hong gave an update on the Student PDG. During the past year, members have reached out to other students and stressed upon those who had earned awards from their Affiliates, along with hosting coffee meetings. They continue to work on networking techniques and will continue with their coffee hours, changing the times up so all time zones are taken into account.

Next, on behalf of Dina Siedenburg, Susan gave a short presentation on IAFP webinars. The Association has had a good turnout, with some having several hundred attendees from around the world. Submit your ideas to the IAFP Board so that we can continue these as an inexpensive education opportunity. If you have an Affiliate meeting with a great speaker and topic, consider this as a webinar, which are free and open to anyone. Wendy added that at least two Affiliates have held IAFP webinars. The Association handled all of the logistics, and the Affiliate only had to schedule the speakers. As a result, hundreds of people attended. All Members can access the recordings on the IAFP website, with some posted in the archives for review at any time.

Recommendations to the Executive Board:

1. The Affiliate Council recommends that the changes to the Affiliate Council Operational Guidelines be approved.
2. The Affiliate Council recommends that Fabiana Guglielmo be appointed as the next Affiliate Council Secretary.

Passing of the Gavel: Chairperson Wendy White passed the gavel to Amy Rhodes, signifying the beginning of Amy’s term as the Affiliate Council Chair, official after the completion of IAFP 2022.

Next Meeting Date: Virtual meetings will continue and be set up soon. The next in-person meeting is Sunday, July 16, 2023, Toronto, Ontario, Canada.

Meeting Adjourned: 9:23 a.m. (U.S. Eastern Time).

Chairperson: Amy Rhodes.