

## ROOT&SHOOT UPDATE 1/2023

### STEERING COMMITTEE

- BSA currently represented on the steering committee of the ROOT&SHOOT RCN by Brenda Molano-Flores, Chelsea Specht, and Catrina Adams. Chelsea will be rotating off soon but is currently continuing to provide some continuity as Brenda settles in.

### AAAS Self-Assessment

- Our plan is to kick off the data-collection portion of the AAAS DEI Self-Assessment in February. We'd like to know **who from BSA would like to participate in this first phase of data gathering by Friday, February 10**. This letter describes the process and ask: [https://docs.google.com/document/d/1wxKMBCrp6zE6FJFbFXZreJ64d2TgF1q1gwclj4BRg\\_I/edit](https://docs.google.com/document/d/1wxKMBCrp6zE6FJFbFXZreJ64d2TgF1q1gwclj4BRg_I/edit)
- ROOT&SHOOT will provide a \$500 stipend to cover BSA's contributions to this effort, and it's up to us how we'd like to distribute that.
- **Is this a potential ad hoc committee? Could/should we pull from existing committee leadership?**

### SACNAS/MANRRS Travel Awards

- Applications are now closed – R&S received 42 applications and have 10 awards to give out. The ROOT&SHOOT Travel Awards Subcommittee has started reviewing them and hope to notify applicants by the first week of February.
- At our last SC meeting, we agreed that we should not necessarily consider which conference the applicant wants to attend but ensure that each society gets at least one. Given that we have three times as many applications with SACNAS affiliations, we can give 6 to SACNAS and 4 (but no fewer) to MANRRS.
- BSA has agreed to cover registration fees for up to two pairs, estimated at \$1500 to supplement the travel awards of \$3000 funded by ROOT&SHOOT.
- BSA has committed to including the travel awardees in our awards recognition event, and to providing a contact-person to help the pair with any questions or concerns, and to orient them to the conference and point them towards events of interest.

### Inclusive Conference Working Group (ICWG) Recommendations

- First (model) working group for ROOT&SHOOT. Includes 28 members in 5 subgroups, including 10 BSA/ASPT representatives. Working group members receive a small stipend to support their efforts.
- The ICWG is finishing up their task of creating recommendations for the RCN participating organizations' conferences
- The ICWG has drafted recommendations covering 5 topics:
  - An RCN-wide **Community Agreement** for conferences and participants, outlining principles and standards that support equity and inclusiveness,
  - A **reporting structure** that ensures accountability and compliance with the Community Agreement,

- A **transparent site selection** process that incorporates considerations regarding safety and inclusion of all potential attendees,
- Guidelines for practices that improve **conference accessibility**, including for those with disabilities and young families,
- Guidelines for **inclusive selection of speakers and equitable programming**.
- Draft ICWG recommendations have been shared with the RCN organizations for coordinated review. A review team of 9 BSA members was recruited to review documents for feasibility, completeness, assess areas of potential collaboration between societies, and to set priorities.
- A Zoom meeting is scheduled for January 30 where members of BSA and ASPT's review teams will meet and discuss the draft recommendations and set joint priorities for BOTANY conference. These will be shared with the ICWG by the end of January, who will then finalize the recommendations and share with the RCN societies' leadership. **The expectation is that these conference recommendations will be considered by the society leadership and conference planning decision-makers and (if feasible) implemented on a trial basis, with feedback shaping future efforts across the RCN societies.**
- The hope is that at least a few of these recommendations can be implemented during conferences this year, which is why the ICWG is trying to finalize the recommendations ASAP.

#### **ROOT&SHOOT Equity Training (Movement Consulting)**

- Over 20 BSA members, leaders, and staff went through 6 months of training with Movement Consulting involving monthly self-guided lessons and personal reflections, small group discussions, and large group discussions
- **BSA has an hour-long consulting session with Movement scheduled for Tuesday, February 21 at 4:00PM Central Time. Attendance at this BSA-specific session is up to BSA's discretion and the time can be used to discuss any topics we would like.**
- The next phase of the equity training will involve a three-month capstone project this spring supported by biweekly consulting sessions from Movement. Six BSA participants have elected to continue through the capstone project process. Two topics were selected for BSA-focused capstones:
  - **Topic 1:** Reviewing the BSA election process and suggesting improvements related to increasing transparency and equity
  - **Topic 2:** Developing an equitable, transparent process for authors to request and for editors to allocate waivers for article publication charges (APCs) or page charges for our journals (Applications in Plant Sciences, American Journal of Botany)