

ROOT & SHOOT Research Coordination Network



Rooting Out Oppression Together & SHaring Our Outcomes Transparently

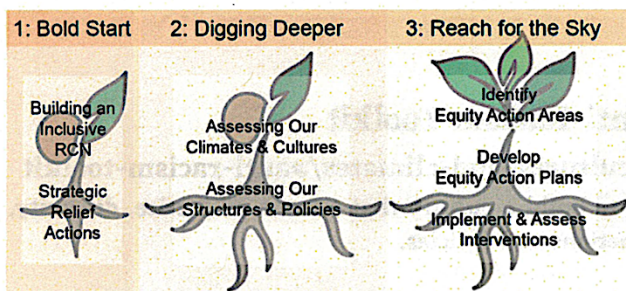
A five-year grant awarded through the National Science Foundation's LEAPS [LEADING cultural change through Professional Societies (LEAPS) of Biology] Program

ROOT & SHOOT will provide resources, trainings, opportunities, and structures aimed at seeding and cultivating cultural change towards an inclusive, equitable, scientific future for our discipline.

- **Aim 1: Immediately address key known systemic barriers to full participation within each organization**
- **Aim 2: Require partner organizations to dig deeply into themselves and build more equitable and inclusive structures**
- **Aim 3: Allow the plant science community to identify bold new directions that will continue expanding participation and provide a system of coordination of required labor and sharing of ideas, practices, and outcomes (community-based working groups)**

RCN Structural Overview

Initial RCN Participant Organizations		
RCN Executive Group		
Expert Committee 7 Experts in EDI, organizational change, team science, & assessment	Steering Committee 14 Representatives from Participating organizations (2 ea.)	PI, Co-PI & Project Manager Facilitating & Ensuring Movement for the RCN
RCN Contributors		
Partners Organizations committed to broadening the RCN reach and impacts	Trainers & Consultants Equity Trainer Equity Consultant Assessment Consultant	Working Groups Community sourced participants working on plans and actions to build an equitable & inclusive culture



Framework for the ROOT & SHOOT Research Coordination Network. ILLUSTRATION BY SIOBHAN BRAYBROOK

The award also will provide broad training of the plant science communities in equitable practices and operations, including inclusive teamwork, climate and culture assessment, and culturally responsive mentoring.

Project Overview

	Year 1	Year 2	Year 3	Year 4	Year 5
Objectives	Bold Start				
		Digging Deeper			
			Reach for the Sky		
Management	Equity Training (Yearly)				
	Executive Group Meeting (Quarterly)				
	Steering Comm. Meeting (Monthly)				
	Assessment (Yearly)				
Outcomes	Annual Reports (to NSF & RCN Partners)				
	Deliverables				
	Bold Start: RCN Website, Best-Practices Guides, Safe Conferences Code & Reporting System, Mentoring Improvement & Certification Program, Organizational Power & Equity Assessments. Digging Deeper: Equity Analysis Tools, Self-Analysis Strategies, Climate/Culture Survey Instrument, Demographic Data; Climate/Culture Status Reports. Reach for the Sky: Equity Action Areas, Equity Action Plans, Equity Interventions & Reflections. 100s of Equity Trained Plant Scientists.				



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Ways to Get Involved



ROOT & SHOOT Learning Community: Seeing White

<https://rootandshoot.org/learning-communities-seeing-white/>

Members of the ROOT & SHOOT team will be facilitating Learning Communities to explore and discuss the ideas presented through the podcast "Seeing White".



Race Equity Challenge Opportunity, sponsored by the MGC

<https://www.maizegdb.org/mgc/outreach/training.php>

MGC's Committee for Outreach, Diversity, Inclusion, and Education is sponsoring a series of "21-Day Racial Equity Habit Building Challenges" so that we can become more aware of how racism appears in our community, labs, and society.



Join the ROOT & SHOOT Mailing List

<https://forms.gle/zTwzSvJYqfyxny9v5>

Stay up to date on ongoing programs, initiatives, and ways to get involved.

Resources



Changing Cultures and Climates: Anti-Racism Toolkit

<https://plantae.org/education/changing-cultures-and-climates/#anti-racism-toolkit>

A collection of anti-racism resources as we hope to build a culture that centers on justice, diversity, inclusivity, and equity by focusing on anti-racist actions and policies.



DiversifyPlantSci

<https://rdale1.shinyapps.io/diversifyplantsci/>

A list of plant scientists that are members of under-represented groups in plant science to reference as you seek speakers, reviewers, and participants for career or mentorship opportunities.



rootandshoot.org



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