



PROFESSIONAL AGRICULTURAL WORKERS CONFERENCE

**Forging Paths to New Opportunities:  
Local & Global Perspectives**

**DECEMBER 5-7, 2021**  
**(Central Standard Time)**

**AGENDA**

PROGRAM AGENDA IS TENTATIVE AND SUBJECT TO CHANGE

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**DECEMBER 5, 2021**

**12:00 PM**

**VIRTUAL DOORS OPEN**

Take this opportunity to connect with fellow attendees in the lobby's lounge and tour the platform.

**12:00 PM – 12:30 PM**

**PAWC – GAMMA SIGMA DELTA STUDENT COMPETITION-  
OPENING SESSION**

Moderator: Franklin Quarcoo, Tuskegee University

**12:00 PM – 5:00 PM**

**Help Desk**

**12:00 PM – 5:00 PM**

**THE VIRTUAL SHOWCASE**

Get the conversation going and connect with our sponsor partners, speakers, and coaches. Watch videos and presentations and fill your “swag bag” with the resources and information that you need to help you pursue your goals. Have your concerns and questions answered as you participate in live chats. All taking place in The Virtual Showcase.

**12:30 PM – 5:00 PM**

**PAWC GAMA SIGMA DELTA STUDENT COMPETITION**

**SESSION 1**

**UNDERGRADUATE STUDENT ORAL I**

**Moderator: Nicole Nunoo, Virginia State University**

**SESSION 2**

**GRADUATE STUDENT ORAL I**

**Moderator: Adrienne Brown, Tuskegee University**

**SESSION 3**

**GRADUATE STUDENT ORAL II**

**Moderator: Olufemi Ajayi, Tuskegee University**

**POSTER COMPETITION (EXHIBIT HALL)**

**3:00 PM – 5:00 PM**

**TOMORROW'S AGRICULTURAL PROFESSIONAL  
SYMPOSIUM (TAPS)**

**Moderator: Olga Bolden-Tiller, Tuskegee University**

**SESSION 4**

**TAPS FOR COLLEGIATE**

**\*detail program provided at the end of program\***

**5:30 PM- 6:30 PM**

**TUSKEGEE UNIVERSITY FALL CONCERT**

**Moderator: Wayne Barr, Tuskegee University**

## **MONDAY, DECEMBER 6, 2021**

**8:45 AM**

### **VIRTUAL DOORS OPEN**

Connect with us and join with fellow attendees in the lobby lounge and tour the platform and network.

### **MAINSTAGE SESSION I**

**9:00 AM – 9:45 AM**

### **79<sup>th</sup> PAWC OPENING SESSION**

**10:00 AM – 10:45 AM**

### **FIRESIDE CHAT WITH MAJORA CARTER, URBAN REVITALIZATION STRATEGIST**

Moderator: Tasha Hargrove, Tuskegee University

**Community as a Corporation: Talent-Retention in Low-Status America**



Majora Carter is a real estate developer, urban revitalization strategy consultant, MacArthur Fellow and Peabody Award winning broadcaster. She is responsible for the creation and successful implementation of numerous economic developments, technology & green-infrastructure projects, policies and job training & placement systems, and is currently serving as Senior Program Director for Community Regeneration at Groundswell, Inc. Majora is quoted on the walls of the Smithsonian Museum of African American History and Culture in DC:

*"Nobody should have to move out of their neighborhood to live in a better one".*

## MAINSTAGE SESSION II

**11:00 AM – 11:45 AM**

### **FIRESIDE CHAT WITH TAHIR JOHNSON, U.S. CANNABIS COUNCIL & THE MARIJUANA POLICY**

**Moderator: Candace Clark, Tuskegee University**

*Social Equity and Inclusion in the Cannabis Industry*



Tahir Johnson is the Business Development + Diversity, Equity & Inclusion Manager at the National Cannabis Industry Association where he recently launched the Social Equity Scholarship Program.

He is a former investment advisor turned cannabis professional who previously applied for cannabis licenses in multiple states as an investor/executive, founded an organization focused on increasing participation of people of color in the cannabis industry through HBCUS, and started other ancillary businesses.

**12:45 PM -1:30 PM**

## CONCURRENT SESSIONS I

**SESSION 5**

### **CENTER FOR SMALL FARMERS/RANCHERS AND LANDOWNERS/CENTER FOR FOOD SYSTEMS, RURAL DEVELOPMENT AND ENVIRONMENTAL SUSTAINABILITY**

Moderator: Raymon Shange, Tuskegee University

Presenters:

- Clarence Bunch, Prairie View A&M University
- Frank Mrema, Alcorn State University
- Touria Eaton, Lincoln University
- Chyi Lyi "Kathleen" Liang, North Carolina A&T State University

Description: This panel will discuss the original center and its transformation into a center integrating concepts from both centers.

## SESSION 6

### GRANT WRITING TIPS FOR SUCCESS

Moderator: Karla Hollis, USDA – Office of Partnerships & Public Engagement

Presenters: Kenya Nicholas, USDA – Office of Partnerships & Public Engagement & Denis Ebodaghe, USDA- National Institute of Food & Agriculture

**Description:** Please make plans to participate in this grant writing session. Project goals and objectives when well-articulated can result in successfully getting your grant application funded. Advanced planning and preparation are the keys to successful grant writing. Are you responding to the questions put forward in the evaluation criteria? Do you have the commitment and support of your institutions or organizations in proposal submissions? Do the Principal Investigators have the necessary qualifications and experience to carry out project work? Are you submitting your proposal electronically? How do you request for funding to conduct project work and convince the peer reviewers that funding requested is appropriate to complete project tasks? How do you plan to sustain your project beyond the expiration of funds from grantors? You will get the response to all these questions and a whole lot more at this grant writing session.

## SESSION 7

### WHERE DO WE GROW FROM HERE?

Moderator: Wilhelmina, Bratton, U.S. Forest Service

Presenters:

- Beatra Wilson, Assistant Director, USDA Forest Service, Urban& Community Forestry
- Maya Solomon, Director, Policy and Advocacy, American Forest Foundation
- Erika Davis, Supervisory Business Analyst, USDA, Forest Service and,
- Terry Baker, Chief Executive Officer, Society of American Foresters

Description: WHERE DO WE GROW FROM HERE, a discussion aimed to inspire every generation in terms of career choices and direction will be led by four (4) of the field of Natural Resources most

professional leaders, namely: Mr. Terry Baker-Chief Executive Officer, Society of American Foresters; Ms Erika Davis-Supervisory Business analyst, USDA, Forest Service; Ms Maya Solomon-Director Policy and Advocacy, American Forest Foundation and, Ms Beatra Wilson, USDA, Forest Service, National Forest of Florida. Where we start our careers and WHERE WE GROW FROM THERE is up to us. Come join us for an inspiring discussion.

**2:00 PM – 2:45 PM**

**CONCURRENT SESSIONS II**

**SESSION 8**

**Engaging Socially Disadvantaged Farmers and Ranchers – Policy Center Update**

Moderator: Dreamal Worthen, Florida Agricultural & Mechanical University

Presenter: **Eloris D. Speight, Alcorn State University**

**Description:** The Socially Disadvantaged Farmers and Ranchers Policy Research Center (Policy Center) located at Alcorn State University will provide an update of the work being performed by the Policy Center. Discussion includes an overview of the Policy Center in four areas of focus—active research, policy development, stakeholder engagement and strategic outreach--and the 2021-2022 priorities of the Policy Center related to advancing the success of SDFR. Discussion includes process for developing recommendations for the 2023 Farm Bill to address issues and concerns of SDFR. One key objective of the Policy Center is to provide vehicles for socially disadvantaged farmers to speak with one voice in making recommendations to the administration for Farm Bill implementation.

**SESSION 9**

**APHIS OUTREACH OVERVIEW**

Moderator: Sophia Kirby, USDA – Animal and Plant Health Inspection Services

Presenter: Laura Artis, USDA – Animal and Plant Health Inspection Services

**SESSION 10**

**SMALL BUSINESS SPOTLIGHT**

**Moderator: LaQuantas Shephard, QFit4Life**



**3:00 PM – 3:45 PM**

**CONCURRENT SESSION III**

**SESSION 11**

**L.A. POTTS SUCCESS STORIES**

**SESSION 12**

**RESEARCH IN HEIR PROPERTY – POLICY CENTER  
RESEARCH ANALYST UPDATE**

**Moderator: Sara Bobrow – Williams, Bobrow-Williams Group, LLC**

**Presenter: Kara Woods, Socially Disadvantaged Farmers and Ranchers  
Policy Research Center & Robert Zabawa, Tuskegee University**

**Description:** The Research Analyst from The Socially Disadvantaged Farmers and Ranchers Policy Research Center (The Policy Center) will provide an update of the work on ongoing research projects dealing with heir property. Discussion will include an overview of the varying heir property research projects methods, data analysis, and preliminary recommendations for the 2023 Farm Bill.

**SESSION 13**

**ORGANIZING FOR BETTER FARM & FOOD POLICY:  
2023 FARM BILL LISTENING SESSION**

**Moderator: Miles Robinson, Tuskegee University**

**Presenters: Nichelle Harriott & Kelsey Watson, National Sustainable  
Agriculture Coalition**

**Description:** With the 2023 Farm Bill on its way, we invite you to join us for a discussion and interactive listening session about the future of federal food and farm policy. We want to hear from you about what's working well - and where improvements and investments are needed - when it comes to federal programs. This session will provide an overview of the current political landscape regarding sustainable agriculture, equitable food and farm policy, and the potential opportunities and challenges it presents.

We want to hear from YOU: the challenges you have faced on your operations, your ideas on what programs can better serve farmers, and what policy priorities should be a focus this next Farm Bill cycle, with a particular focus on federal support for climate change action, equity, and investing in local farm economies and sustainable practices. NSAC and PAWC invites farmers, researchers, ag professionals, and consumers to share your thoughts with us at this listening session so that we can be better equipped to advocate and organize together.

**4:00 PM – 4:45 PM**

## **CONCURRENT SESSIONS IV**

**SESSION 14**

### **A Place of Being: The Pilot of Minorities in Wildlife Ecology and Natural Resources Sciences**

**Presenters:** Rashidah Farid-Tilgham & Ronald Smith, Tuskegee University

**Description:** In this workshop, we will discern the complex barriers to recruitment and retention of minority students in natural resource majors and long-term careers. Considerable time will be spent dissecting the role of natural resource culture and how toxic culture impacts of retention of diverse students. The presenter will identify specific barriers and plausible solutions using the Tuskegee University Forestry, Wildlife and Fisheries 3+1+1 program as a model.

**SESSION 15**

### **GLOBAL FOOD SECURITY & AG EDUCATION EXCHANGE**

Moderator: Antonio McLaren, 1890 Foundations

Panelist:

#### **Ghana project**

**Project Title:** Sustainable Intensification of Value-added Cowpea Production Innovations to Increase Incomes, Food and Nutritional Security in Crop-Livestock Farming Systems in Ghana.

Osei-Agyeman Yeboah<sup>1</sup>, Issah Sugri<sup>3</sup>, James Bukenya<sup>2</sup>, Emmanuel Asibi Aziiba<sup>3</sup>, Iddrisu Yahaya<sup>3</sup>

#### **Kenya project**

**Project title:** Addressing Global Food Security Challenges through Partnerships and Local Community Engagement

Caleb Nindo<sup>1</sup>, Phelix Omondi<sup>2</sup>, Fredrick Aila<sup>2</sup>, Everlyn Muyanga<sup>3</sup>, Stephan Tubene<sup>1</sup>

#### **Tanzania project**



**Project title:** Simple Technology and Big Harvest---Increasing Maize Production Program in Tanzania  
Lixia Tang

Description: This pre-recorded session features presentations that discuss three separate global food security projects being led by U.S., African, and Chinese cooperators in Africa. This session is sponsored by the U.S. Heartland China Association, the 1890 Universities Foundation, and the 1890 Center of Excellence for Global Food Security and Defense (CEGFSD) – hosted at the University of Maryland Eastern Shore. Specifically, the projects taking place in Ghana and Kenya are being supported by the CEGFSD Center, which is federally supported by USDA’s National Institute of Food and Agriculture.



## **SESSION 16**

### **DIVERSIFYING FOOD AGRICULTURE & NATURAL RESOURCES**

Moderator: Olga Bolden – Tiller, Tuskegee University

Presenters: Antoine Austin, North Carolina A & T University & Rashidah Farid, Tuskegee University

**6:00 PM– 7:00 PM**

**LIVE JAZZ PERFORMANCE & DINNER W/ FIONA LEWIS, LLBJ CULINARY & WELLNESS ENTERPRISES**

**TUESDAY, DECEMBER 7, 2021**

**8:45 AM**

**VIRTUAL DOORS OPEN**

Connect with us and join with fellow attendees in the lobby lounge and tour the platform and network.

**9:00 AM – 9:45 AM**

**PAWC ADVISORY BOARD MEETING (CLOSED SESSION)**

**MAINSTAGE SESSION IV**

**10:00 AM – 10:45 AM**

**FIRESIDE CHAT WITH DURON CHAVIS**

**Moderator: Lindsey Lunsford & Tasha Hargrove Tuskegee University**



Duron Chavis started his career in community advocacy as first a volunteer then an employee of the Black History Museum and Cultural Center of VA. Chavis engages in coordinating innovative and dynamic initiatives around the topics of urban agriculture and local food systems in a culturally relevant way.

## MAINSTAGE SESSION V

11:00 AM – 11:45 AM

### **Freedom Farmers: The Liberation of Black Farmers and the Future of Agroecology**

Moderator: Catherine Barnett, Free to Thrive

Presenters: Monica White, University of Wisconsin & Jennifer Tayler, Florida A & M University



**Description:** The history of Black agriculture has always been one of resilience and resistance. For centuries, Black farmers have been committed to and devoted themselves to growing food as a strategy of community health and well-being. This reality has been overlooked by much of the scholarship and public attention to the discussion of Black farmers. Recent scholarship offers us an alternative perspective.

This presentation with Drs. Monica White and Jennifer Taylor will discuss both the history of Black farmers and their resistance strategies to stay in the south and live on the land. Generally underserved small farmers, resource poor farmers, Black Indigenous farmers, and farmers of color (BIPOC) and their communities have not been included in participatory agricultural development strategies, community programs, and learning and training opportunities that encourage regeneration, organic or healthy living and wellbeing.

**12:45 PM – 1:30 PM**

**CONCURRENT SESSIONS VI**

**SESSION 17**

**STRATEGIES FOR MANAGING STRESS  
DURING COVID -19**

**SESSION 18**

**MEMORIAL RECOGNITION**

Moderator: Robert Zabawa, Tuskegee University

Presenters: TBA

**SESSION 19**

**VETERINARY SERVICES 101 BRIEFING**

Moderator: Sophia Kirby, USDA – Animal and Plant Health  
Inspection Service

Presenter: Tilantine Benjamin, Marcus Jones, Teresa Moye, and  
Jemila Roy, USDA – Animal and Plant Health Inspection Services

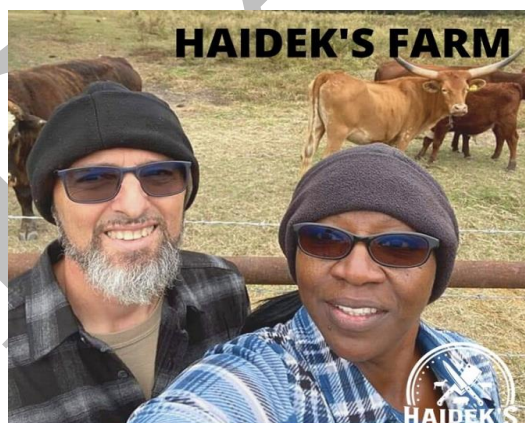
**2:00 PM – 2:45 PM**

**CONCURRENT SESSIONS VII**

**SESSION 20**

**FARMER SPOTLIGHT – HAIDEK FARM**

Moderator: Rhonda Benton & Tasha Hargrove, Tuskegee  
University



**SESSION 21**

**ADVANCING PROFITS FOR (SM) ALL FARMERS:  
COVER CROPS & ALTERNATIVE TECHNOLOGIES  
FOR PLANTING – PART I**

Moderator: Olga Bolden-Tiller, Tuskegee University

## SESSION 22

### NEW TOOL FOR ASSESSING FACULTY WITH TRIPARTITE LAND GRANT APPOINTMENTS

Moderator: Sharon Samuel, Tuskegee University

Presenters: Sharon Samuel, Ramble Ankumah, Olga Bolden-Tiller, Conrad Bonsi, Norma Dawkins, Shannon Payne, Raymon Shange, and Walter Hill, Tuskegee University

#### Description

In 2011 College of Agriculture, Environment and Nutrition Sciences (CAENS) at Tuskegee University (TU) was created. The new CAENS brought together the Department of Agricultural and Environmental Sciences, Department of Food and Nutritional Sciences, George Washington Carver Agricultural Experiment Station, USDA/Evans-Allen Research Program, USDA/1890 Cooperative Extension Program, USDA/McIntire-Stennis Forestry Research Program, and newly established TU Carver Integrative Sustainability Center. Between 2011 and 2020 considerable change occurred. The “Integrative Biosciences” PhD program grew from 10 to 40 students. A new PhD program “Integrative Public Policy and Development” was launched in 2015 and in 2021 numbered twenty students. In 2018 new Five Year Plans for USDA/NIFA (National Institute of Food and Agriculture) were completed that reflected both USDA/NIFA and National Academy of Sciences (NAS) reports on future directions of agricultural and natural resources, and food and nutrition sciences. The USDA/NIFA plan manifested the Integration of Research and Extension and the integration/converging of discipline-based research, teaching and service are high agenda items. The result was that by 2020, most CAENS faculty received three-way appointments, including, Teaching, Research and Extension. The percent time per each appointment category ranged from 10 to 80%, with many being 20 to 40% per category. In 2020 the CAENS Leadership Team worked together and developed an “Integrative Evaluation Tool” to assess the contributions of each faculty member in the respective categories of teaching, research and Extension. The Evaluation Tool included eight to eleven questions per appointment category that required responses and attached documentation from each faculty member. Each category is scored separately by the faculty member and unit head (department head, Associate Dean for Research and Associate Dean for Extension). After discussion, the final scores for each faculty member are approved by the appropriate unit heads. The three scores approved by each of the unit heads are composited into one total score for the faculty member.

Integral to the process is discussion of unit scores by faculty and appropriate unit heads, and then the composite score is finalized by the three unit heads. The final score is reported to and discussed with the Dean.

The software used to compile the data and scores is Interfolio Faculty 180. Interfolio is a proprietary, copyrighted, software and is protected by trade secret law. It provided a solution (customized to CAENS) for addressing the full scope of independent and integrative aspects of Extension, research, and teaching. The Interfolio software is the first platform used by CAENS for the entire scope of activities, decisions, and data related to research, teaching and Extension. It brings faculty data, governance, Extension, research, teaching of students, training Extension clients, scholarship, and career milestones into central view so that CAENS Administrators and faculty receive real-time, critical, analytical insight into the scholarship, programs, and activities that power CAENS' tri-partite mission. The custom solution brings together previously disparate information systems and sources of data into one cohesive, holistic, and an effective way to gain insight into individual, team and overall effectiveness. Previously, our system was comprised of interconnected data in silos and unable to demonstrate the full breadth of CAENS activities to leadership, accrediting bodies, the state legislature, and the public.

**2:00 PM – 7:00 PM**

**ALABAMA JUNIOR MANRRS LEADERSHIP  
INSTITUTE & PRE-COLLEGE TAPS**

**\*detail program is listed at the end of the program\***

**3:00 PM – 3:45 PM**

**CONCURRENT SESSIONS VIII**

**SESSION 23**

**GLOBAL AG. TRADE SPOTLIGHT ON CHINA**

Moderator: Quintin Gray, Q. Gray and Associates

Panelists:

- Adam Branson, Sr. Agricultural Attache, Office of Agricultural Affairs, FAS, US Embassy, Beijing China
- Erik Hansen, Director, Agricultural Trade Office, US Consulate General, Shanghai China

Description: A significant portion of US Agricultural Products are exported to China, one of the most populous countries in the world. This pre-recorded session will bring together a panel of 3 experts to provide insights on the business opportunities in the Chinese market

for US agricultural products. Special attention will be given to the rapidly evolving e-commerce channels for exporting agricultural products. Internship and career opportunities in this field will also be addressed by experts from the US Embassy in Beijing and US Consulate in Shanghai, China.

**SESSION 24**

**MITIGATING STRUCTURAL IMPEDIMENTS & CHALLENGES IMPACTING SOCIALLY DISADVANTAGED FARMERS**

**Moderator: John Williams,  
Presenter: Samuel Scott**

**SESSION 25**

**ADVANCING PROFITS FOR (SM) ALL FARMERS:  
COVER CROPS & ALTERNATIVE TECHNOLOGIES  
FOR PLANTING – PART II**

**4:00 PM**

**G.W.C. AWARDEE & GSD STUDENT AWARD  
ANNOUNCEMENTS**