

Resources and strategies on workplace climate for regional climate teams to use and share with colleagues to make University of Missouri Extension welcoming to employees, volunteers, partners & clients.

Regional Sharing—Toolkit Resource List

WHO TO CONTACT?

Liaisons from the statewide diversity catalyst climate subcommittee to regional climate teams are:

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MU Extension Diversity WebSite
<http://extension.missouri.edu/staff/diversity/>

University of Missouri,
Lincoln University,
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Extension does not
discriminate on the basis
of race, color, national
origin, sex, sexual
orientation, religion, age,
disability or status as a
Vietnam-era veteran.

We want to share good ideas that are developed in the individual teams with everyone so the whole group can benefit. We would like to share the **Southwest Region's toolkit resource list** compiled by Jinny Hopp. She made a resource sheet of materials that can be printed on-line rather than checked out of the toolkit.

On Line Toolkit Resources

MU Resources

- MU Extension Diversity resources <http://extension.missouri.edu/staff/diversity/>
- MU Strategic Plan on for Diversity <http://extension.missouri.edu/staff/diversity/DCT%20StrategicPlanRevised.pdf>

*We are a box of crayons.
Each one of us is unique.
But when we get to-
gether....The picture is com-
plete.*

Shane DeRolf



Several Penn State Publications are available from <http://pubs.cas.psu.edu> (select Children, Youth and Families to format on line.... You can read them and print if you wish...

- An Overview of Diversity Awareness <http://pubs.cas.psu.edu/freepubs/pdfs/ui362.pdf>

- A Guide to Exploring African American Culture. <http://pubs.cas.psu.edu/FreePubs/pdfs/agrs92.pdf>

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October ISE

"Meetings at the Intersection of Racism, Classism, Power, and Privilege" will be an ISE selection announced soon. The centerpiece of the ISE will be the Academy Award winning movie, "Crash."

Mark your calendar now for October 23 and 24, 2006 for a Central Missouri location. Then sign up when it is announced.

Recognition—10 Ways to Praise & Recognize Teams

Use the following 10 suggestions as a way to praise and recognize colleagues, volunteers, partners, clients, etc.

1. "Have a manager pop in at a special project team's first meeting to express appreciation for the members' involvement.

2. Open the floor for team members to praise anyone at the beginning or end of a meeting.
3. When a group member presents an idea or suggestion, encourage other team members to thank the person for his or her contribution.
4. Create symbols of a team's

work, such as T-shirts or coffee cups with a team or company motto or logo printed on them.

5. Hold a "praise barrage" where team members write down and share things they like about another member of the team.

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Recognition

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6. Assign one member of the team the job of creating and presenting an award for another member of the team.
7. Alternate the responsibility for team recognition among different team members each week or at each meeting.
8. Host a refreshments gathering, a potluck, or a special breakfast or lunch to celebrate interim or final results.
9. Ask an upper manager to attend a "bragging session"



with the team, during which the group shares its achievements, and team

- members are thanked for their specific contributions.
10. Write letters to every team member at the conclusion of a project thanking them for their contribution, and include a copy in their personnel file results.

(Nelson & Spitzer, 2002,p 93).
Reference: Nelson, B. & Spitzer,

D. (2003) The 1001 rewards & recognition field book. New York: Workman Publishing.

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Outlook Distribution Lists Statewide

- MU Ext Reg Climate Teams (includes all in the list below)
- MU Ext SW Reg Climate Team
- MU Ext SC Reg Climate Team
- MU Ext SE Reg Climate Team
- MU Ext WC Reg Climate Team
- MU Ext CM Reg Climate Team
- MU Ext EC Reg Climate Team
- MU Ext NW Reg Climate Team
- MU Ext NE Reg Climate Team

People who are aware of, and ashamed of, their prejudices are well on the road to eliminating them.

Gordon Allport (U.S. Psychology)

Regional Sharing

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- Diversity Activities for Youth and Adults <http://pubs.cas.psu.edu/FreePubs/pdfs/ui335.pdf>
- Diversity Discussion Starters <http://pubs.cas.psu.edu/FreePubs/pdfs/ui377.pdf>
- Proverbs to promote understanding <http://diversityeducation.cas.psu.edu/PDFs/Booklet.pdf>. Proverb overheads <http://diversityeducation.cas.psu.edu/PDFs/Overheads.pdf>.
- EDCHANGE Resources <http://www.edchange.org/>
- Awareness Activities <http://>

- www.edchange.org/multicultural/activityarch.html
- Quotes <http://www.edchange.org/multicultural/language/quotes.html>
- A Multi Cultural Quiz <http://www.edchange.org/multicultural/quizzes.html>
- 20 (Self-) Critical Things I Will Do to Be a More Equitable Educator <http://www.edchange.org/handouts/20things.doc>

Regional Toolkit Location & Contact

We need to know where in each region the tool kit will be housed. If you have not already provided that information, please email Vivian Mason masonv@missouri.edu and let her know where your region will be housing the tool kit for your team. Also, in order for us to better communicate with your regional team; we would like to know who will serve as the contact for your team.

National Diversity Center

Looking for a diversity forum, resources or professional development opportunities that are updated monthly on current diversity topics?

The National Diversity Center web page may be what you what to mark as a favorite:

<http://www.ediversitycenter.net/>.

The National Extension Diversity Center is designed as a interconnected web of collaboration linking land-grant institutions' diversity efforts.