

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.

WHO TO CONTACT?

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

NE, EC, SC
Vivian Mason

NW, WC, SW
Karma Metzgar

CM, SC
Barb Kern

Statewide Contacts

Julie Middleton
middletonj@missouri.edu

Yvonne Matthews
matthewy@lincolnu.edu

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

University of Missouri,
Lincoln University, U.S.
Department of Agriculture &
Local Extension Councils
Cooperating



Mark Your Calendars

October 23-24, 2006, ISE 460

"Meetings at the Intersection of Racism, Classism, Power, and Privilege." (see related article)

April 25-27, 2007, Diversity Conference in Seattle, WA.
<http://www.ediversitycenter.net/>

May 7-10, 2007, Urban Extension Conference in Kansas City May 7-10

A Message from Julie Middleton

Catalyst Team, Yvonne, and I are so pleased with the work that is being done by the Regional Climate Teams.



As a small token to offset some of the expenses that the teams are incurring, I have identified some "one time" funding of \$500 for each team.

Julie Middleton

The newsletter is informative, and a tremendous resource to all throughout the state who are working to ensure a positive workplace climate.

As a small token to offset some of the expenses that the teams are incurring, I have identified some "one time" funding for each team.

This \$500.00 may be accessed immediately by contacting the Regional Director who serves as the signatory for the account. This money is not intended to pay for all expenses, but it is hoped that it could help to support this outstanding work in some small way. Keep up the great work!

Julie

We are a box of crayons. Each one of us is unique. But when we get together...The picture is complete.

Shane DeRolf



Recognition—Team Recognition Tips

- Acknowledge a good comment, contribution, action item, or follow-through.
- Recognize small in-process accomplishments that contribute to an end result.
- Reward punctuality and the honoring of commitments.
- Make a special effort to encourage and thank shy employees for their contributions.
- Praise someone for bringing up a not-so-popular opinion or idea.
- Recognize and praise positive group dynamics, such as not interrupting one another (Nelson & Spitzer, 2002, p. 97)."

Reference: Nelson, B. & Spitzer, D.(2003) The 1001 rewards & recognition field book. New York: Workman Publishing.

Leadership Moments is used with permission from the OSU Leadership Center, The Ohio State University, Columbus, OH 43210, (614) 292-3114. <http://leadershipcenter.osu.edu>

"Equal opportunity is and shall be provided to all participants in Extension programs and activities, and for all employees and applicants for employment on the basis of their demonstrated ability and competence without discrimination on the basis of their race, color, religion, sex, sexual orientation, national origin, age, disability, or status as a Vietnam-era veteran. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or military organizations associated with the armed forces of the United States of America."

Professional Development Opportunity

Meetings at the Intersections of Racism, Classism, Power, and Privilege—ISE 460

Oct. 23 & 24, 2006

Who: Statewide & Regional Administrators, Faculty & Staff

When: 10:00 a.m. October 23, 2006 until 4:00 p.m. October 24, 2006

Where: Truman Hotel & Conference Center, 1510 Jefferson Street, Jefferson City, MO 65110 (formerly Ramada Inn).

How to Sign up: <http://extension.missouri.edu/apps/>, login with your computer id and the last four digits of your social

security number. Follow the steps to sign up. Enrollment deadline is October 6, 2006. Drop deadline is October 9, 2006.

What ISE is About: Using the Academy Award winning movie, "Crash," as a centerpiece, this workshop will examine the interplay between power, privilege, sexism and racism in American culture. Workshop participants will have the opportunity to build their skills around cross-cultural communication and cultural sensitivity.

Equipped with enhanced skills, the participants will use cross-cultural communication and cultural sensitivity as overlays to glean a deeper more comprehensive understanding of the causes of the cultural clashes depicted in the movie, as well as

in communities around America. They will collectively develop methods for preventing cultural clashes/crashes. Finally, using the workshop experiences as a springboard, the participants will consider people with whom they work regularly, and formulate strategies for improving communications with these groups and individuals.

The workshop experience will be interactive and rely on a variety of teaching tools to convey information. Participants will be required to view the film which is rated "R" for language and violence.

Facilitator(s) for the ISE: Yvonne Matthews, Human Resource Development, Lincoln University and Julie Middleton, Director of Organizational Development, University of Missouri Extension—Columbia.

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

Daily Motivation Resources

Jerry Baker, Community Development Specialist in the Northwest Region and Climate team member, sends a daily thought for the day to several colleagues. I am on his recipient list. Most days it's like he has chosen the perfect thought for the day.

I also am a fan of daily perpetual calendars (the kind you flip the

pages over and use more than one year). One year the thought may miss the boat and the next year it fits to a tee.

Recently I subscribed to a "Daily Motivator" which provides free daily quotes right to my desktop. The address to sign up is:

www.managementresources.com/dailymotivator-signup

Daily thoughts are just one way to provide motivation, reflection, recognition, and humor. I look forward to receiving and reading thoughts for the day. It gets my wheels turning!

Karma Metzgar
Northwest Region Director



Disclaimer: Special endorsement of products mentioned in this newsletter is not intended, nor is criticism implied of similar products not mentioned

"Always be a first-rate version of yourself, instead of a second-rate version of somebody else."

Judy Garland

Do you know your EEO Counselor?

<http://extension.missouri.edu/staff/EEO/eecounselors.html>



Starting this month our Newsletter will be sent out Quarterly.