

# **Diversity Annual Report Executive Summary**

## **University of Missouri Extension**

### **2005**

#### **INTRODUCTION AND OVERVIEW**

University of Missouri Extension and Lincoln University Cooperative Extension are engaged in a cooperative effort to ensure that people in Missouri have access to and participate in an education system where all can achieve their full potential. As land-grant institutions, we are committed to serving all of the people of Missouri.

A Diversity Catalyst team (below) representing the broad diversity of extension was named to develop and implement a strategic plan for diversity. Guided by a set of core values and a mission that embodies a commitment to diversity, the joint catalyst team designed a strategic plan that will lead to a positive workplace climate; increased workforce diversity; accessible programs and services; expanded audiences; cultural competency of the workforce; recognition and awards for those who exemplify the diversity ideals of both universities; and compliance with all university and USDA policies and with local, state and federal laws and regulations.

The plan focuses on statewide goals and a systemic approach. It is the responsibility of all within extension to carry out this plan if we are to be successful in achieving our land-grant mission. The 1862 Director of Extension and the 1890 Administrator for Land-Grant Programs assume overall responsibility for implementation of the plan.

#### **DIVERSITY MISSION**

It is the mission of the University of Missouri Extension and Lincoln University Cooperative Extension, working in partnership with the people of Missouri, to create opportunities so that extension becomes an organization fully committed to diversity, meeting the needs of all individuals and communities through research-based education and information.

#### **CORE VALUES**

Our practices will reflect the following values are diversity, equity, respect, integrity, appreciation, inclusivity, social responsibility, broad-based research, and pro-activity.

#### **DIVERSITY CATALYST TEAM MEMBERS**

Yvonne Matthews, LU	Barbara Kern, UMC
Julie Middleton, UMC	Vivian Mason, CM
Tony DeLong, SW	Karma Metzgar, NW
Tom Fuhrman, NE	Dennis Minzes, WC
Jose Garcia, UMC	Amie Schleicher, NW
Katy Haas, UMKC	Tom Henderson, UMC
Damaris Karanja, EC	1890 Administrator, LU

To learn more, visit the diversity website at <http://extension.missouri.edu/staff/diversity.aspx>.