

# **Diversity Annual Report**

## **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 VISION**

It is our vision that everyone has access to, and participates in, an educational system where all people can achieve their full potential.

#### **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 reflect the following values:**

- **Diversity:** Value all and reflect the broad diversity of Missouri.
- **Equity:** Maintain fair access and treatment for all.
- **Respect:** Honor one's self and others -- demonstrating our commitment to the full range of diversity in the world.
- **Integrity:** Behave ethically in our interactions and work practices.
- **Appreciation:** Recognize and cherish the unique and intrinsic value of each person.
- **Inclusivity:** Create a climate where everyone is welcome in our organization and can become engaged in our work.
- **Social Responsibility:** Give voice to the voiceless and power to the powerless.
- **Broad-based Research:** Provide cutting edge research and programming that is reflective of diversity issues.
- **Pro-activity:** Lead state efforts in diversity through our words and deeds through understanding the demographics of a changing society.

## **FOCUS AREAS AND EXPECTED OUTCOMES FOR IMPLEMENTING THE STRATEGIC PLAN FOR DIVERSITY FOLLOW:**

### **Outcomes**

#### **A. Workforce Diversity**

Expected Outcome - The University of Missouri Extension and Lincoln University Cooperative Extension workforce will reflect the diversity of the state.

#### **B. Climate**

Expected Outcome – The extension workplace will be welcoming to all.

#### **C. Programs and Services**

Expected Outcome - Extension programs will meet the needs of the people who live in Missouri.

#### **D. Audience**

Expected Outcome 1 - Underserved populations will participate in, and benefit from, extension services and programs.

Expected Outcome 2 - Funding sources for programming that serves underserved audiences will be identified and equitably available and used when appropriate.

#### **E. Professional Development**

Expected Outcome 1 - Extension faculty and staff will easily access useful information to learn more about working with non-traditional audiences.

Expected Outcome 2 – A comprehensive professional development program in the area of diversity will be designed to enable extension staff, council members and volunteers to be skilled and culturally competent.

#### **F. Recognition and Awards**

Expected Outcome 1 - Faculty will be recognized for work in the area of diversity

Expected Outcome 2: Individuals who implement changes are rewarded

#### **G. Compliance**

Expected Outcome – University of Missouri Extension and Lincoln University Cooperative Extension will continue to be in compliance with all University and USDA policies, local, state and federal laws, regulations and executive orders.

## **Selected Accomplishments**

### **Workforce Diversity**

- Changes were made in recruitment/search processes to facilitate the application and selection of people from underrepresented groups. This included expanding networks for marketing, training faculty on recruitment practices, redirecting the focus of recruitment materials, educating council members and search committees on university diversity goals.
- To insure workforce retention, Exit Interviews have been held to determine why faculty leave the organization.

### **Workplace Climate**

- University of Missouri drew a cluster, random sample of their employees and administered a Workplace Climate Inventory. After reviewing inventory results, steps have been taken to make the workplace more welcoming to all. To address climate issues, the Catalyst Team worked with Regional Directors to establish Regional Resource Teams to provide support and assistance to faculty, staff, county councils, and volunteers in their ongoing efforts to create a diversity friendly climate. It is the responsibility of each team to develop a plan for their region as to how they will improve the workplace climate.

### **Programs and Services**

- The Catalyst Team is holding “Diversity Discussions throughout the date to learn how extension can better serve underrepresented populations. All plans of work will include information on how the faculty member will ensure that their programs are designed for all audiences.

### **Expanded Audiences**

- Each faculty member will include a section in their plan of work as to how they plan to reach out to diverse audiences in their community.

### **Professional Development**

- Faculty have participated in professional development focused on diversity through workshops, conferences, and internal offerings.
- The Catalyst Team Co-sponsored a culminating National Diversity Conference, “Creating a Climate for Change.”

### **Compliance**







- Each complaint is handled immediately. The AA/EEO Coordinator coached directors and supervisors in resolving informal complains so that they were resolved at the lowest possible.
- Extension is in compliance with all USDA and University policies, local and state and federal laws, regulations and executive orders.

**Recognition and Awards**

- We have made a concerted effort to nominate faculty of color to receive local, state and national awards. We have also prepared nominations for programs that reach out to diverse audiences. Alianzas was nominated by the Catalyst Team as the 2005 National Diversity Champions. They won this award.
- The Ronald J. Turner Endowment was established to allow funds for faculty and staff to participate in global education.
- The Catalyst Team will continue to carry out the goals of the Strategic Diversity Plan.

## Diversity Catalyst Team 2005

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

If you have any questions, please contact:

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