

END OF YEAR REVIEW 2022

Equity, Diversity and Inclusion Council (EDIC)

Established in 2019, the Equity, Diversity and Inclusion Council (EDIC) works to build a culture within MU Extension and Engagement that welcomes, includes and serves every Missourian as We Serve Missouri and Deliver Mizzou.

PROJECTS

- Adoption of MU Extension Equity, Diversity and Inclusion Framework (extension.missouri.edu/media/wysiwyg/Extensiondata/ExtensionWay/Docs/edic/EDIC-Overview.pdf)
- Recruitment for EDIC
- Highlight new, and thank past, members
- HR collaboration on recruiting, interviewing, hiring
- Collaborations:
 - Iowa State University Extension
 - University of Wisconsin-Madison Extension

TRAININGS

Workshops:

- Diversity, Equity and Inclusion 101
- Ouch! That Stereotype Hurts

DEI Presentations:

- New employees
- Regional and education directors
- 4-H faculty and staff

RESOURCES

- CLIPS: Conversations Leading to Inclusive Plans (CLIP) guide to complement Fireside Conversations
- Fireside Conversation-related resources
- Online resources

AWARDS

2022 MU Extension and Engagement Team Award for Equity, Diversity and Inclusion: MU Sembrador team: Juan Cabrera-Garcia, Ramon Arancibia, Estrella Carmona (extension.missouri.edu/news/mu-sembrador-team-wins-edi-award-5869)

FIRESIDE CONVERSATIONS

- Equitable Access: moving beyond compliance
- Demonstrating Respect and Dignity Through Inclusive Language
- Disability Awareness 101
- Accessibility for All
- Engagement with Missouri's Latino communities
- What do "the holidays" mean to you? To all?

GOALS FOR 2023

Proposed Fireside Conversations

- March 21: Ageism, Age Diversity, Multigenerational Workforce
- May 16: Translation
- July 18: Gender Identity and Expression
- September 19: Positionality
- November 21: Cultural Humility

Proposed Training Offerings

- DEI in the Academic Workplace
- Ouch! That Stereotype Hurts
- Navigating Difference
- Coming Together for Racial Understanding
- DEI training for extension councils/support staff

2023 EDI Initiatives

- DEI coaching and consultation
- Expanding translation resources
- Regional ambassador program
- Drop-in virtual "office hours" to provide support & networking