

# University of Missouri Extension

## Equity, Diversity, and Inclusion Council Application

### OVERVIEW OF COUNCIL

The Equity, Diversity, and Inclusion Council (EDIC) works to build a culture within University of Missouri Extension and Engagement that ensures that all who work, partner, volunteer with and participate in our programs exemplify the values embodied in MU's Inclusive Excellence Framework. Council members are committed to growing and sustaining equitable, diverse and inclusive learning, living and working environments for all Missourians and the culture and practices that empower and serve. EDIC's purpose is to foster a culture of inclusive excellence throughout all MU Extension programs and the communities we serve.

Principles:

- Appointed by the Vice Chancellor for Extension and Engagement to establish equity, diversity and inclusion goals and strategies to be implemented across MU Extension.
- Goals and strategies will align with the University of Missouri's Inclusive Excellence Framework and with UM System goals and strategies.
- Ensure that equity, diversity and inclusion work and impact engage our volunteers, councils and broader communities, as well as all MU Extension faculty and staff.

### COUNCIL MEMBER REQUIREMENTS & EXPECTATIONS

- Members must be willing and able to:
  - Dedicate at least 7 hours per week to EDIC work.
  - Attend all bi-weekly virtual meetings (1.5 hours long, Mondays at 3 p.m. and Fridays. at 10 a.m.) and any in-person meetings held (1-2 days long + travel time if applicable)
  - Participate on at least one subcommittee and attend all subcommittee meetings (subcommittees determines meeting frequency and duration).
  - Complete various duties as assigned outside of meeting times.
  - Participate in any group trainings and/or exercises (virtual and/or in-person)
  - Cultivate and maintain a safe space within EDIC and other events that are organized and/or sponsored by EDIC, or at an event that the member is participating in as a representative of EDIC to the best of their abilities.
    - Creating a safe space includes exhibiting mutual respect and grace for each other, intentional listening, thoughtfulness, trying to understand, as well as acknowledge, other people's perspectives and experiences.
    - Remember that EDI is a journey, and every person is at a different point on their EDI journey.
  - Exhibit the four values of the University of Missouri: Respect, Responsibility, Discovery, and Excellence.
- Members may be asked to present on certain topics during meetings and/or events.
- Continue to educate themselves outside of EDIC on EDI topics they are unfamiliar with.

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**APPLICATION**

Must be emailed to the Council at [edic@missouri.edu](mailto:edic@missouri.edu) no later than **Friday May 28, 2021.**

<b>Name</b>	
<b>Position</b>	
<b>Region</b>	
<b>Program</b>	
<b>Email</b>	
<b>Phone Number</b>	
<b>Subcommittee interest (check all that apply)</b>	<input type="checkbox"/> <b>Communication</b> The communication subcommittee works with the Communication team to keep the EDIC website updated and relevant, as well as help promote EDIC events and information through appropriate outlets.
	<input type="checkbox"/> <b>Education and Resources</b> The Education & Resources subcommittee works to determine appropriate EDI resources, within the UM System as well as other external sources, for MU Extension staff and faculty (internal) and for stakeholders and other constituent groups (external). The subcommittee also creates employee learning/level setting plans that aligns with EDIC mission and goals, as well as MU Extension’s core competencies.
	<input type="checkbox"/> <b>Programming</b> The programming subcommittee will develop and implement events aligned with EDIC’s mission and goals to cultivate learning and a culture of EDI within Extension (i.e. Fireside Chats). The subcommittee may work with other subcommittees, programs, departments etc. within MU Extension, as well as with external groups.

**Please provide a brief response for each question (max 350 words per question):**

1. Why do you want to be a part of the Equity, Diversity, and Inclusion Council?
2. What role do you feel the Equity, Diversity, and Inclusion Council should have in MU Extension?
3. How do you see yourself contributing to building an equitable, diverse, and inclusive culture for Extension?
4. Aligning EDIC members with talents, strengths, and experiences:
  - a. What EDI trainings have you participated in?
  - b. What experience do you have working with issues of equity and inclusion?
  - c. What strengths, skills or knowledge will you bring to the EDIC?
  - d. Any additional information or talents you want to share?