

# MU Extension Equity, Diversity and Inclusion Framework



## EQUITY

**Equity = Fairness**  
Opportunities for historically underrepresented populations to have equal access and equitable opportunity to participate in educational programs.



## DIVERSITY

**Diversity = Everyone**  
The combinations of human differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender identity, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).



## INCLUSION

**Inclusion = Belonging**  
The active, intentional, and ongoing engagement with diversity — in people, in the curriculum, in the co-curriculum, and in communities with which individuals might connect.

## MU Equity, Diversity and Inclusion Council



## OUR MISSION

As an advisory committee for MU Extension, EDIC will foster a culture of inclusion throughout all MU Extension programs and the communities we serve. MU Extension will create, advance and embody a culture of equity, diversity and inclusion within each person, system and practice.



## OUR GOALS

- Develop a comprehensive EDI Policies and Procedures Plan for hiring and retention in MU Extension that aligns with UM/MU guidelines.
- Foster an interculturally aware, knowledgeable, and skilled workforce in MU Extension.
- Develop and execute EDI strategies to enhance community vitality for all Missourians.
- Monitor programs and initiatives of MU Extension to ensure that all efforts provide an inclusive environment.
- Recommend to the Vice Chancellor strategies and action steps to assess and improve the climate and culture of MU Extension.

Want to learn more about becoming a local EDI ambassador or EDIC member?

Questions about training and resources?  
Suggestions for topics to share?  
Contact any current member  
or [edic@missouri.edu](mailto:edic@missouri.edu).

Members, Fireside Conversation Livestream,  
Resources and more:  
[muextensionway.missouri.edu/inclusive/](https://muextensionway.missouri.edu/inclusive/)

# MU Equity, Diversity and Inclusion Council



## OUR OPPORTUNITIES

### Instilling Cultural Humility

- Continuing the conversations beyond the Fireside dialogues
- Having EDI ambassadors in the regions and programs
- Specialized EDI trainings for faculty, staff, leadership team, volunteers, and councils
  - From orientation to coaching to professional development

### Infusing EDI within Extension Culture

- Building and growing trust
- Providing safe places for EDI chats and discovery
- Leadership leading by example and sharing their own EDI journeys
- Being inclusionary, i.e., using/sharing pronouns
- Prioritizing EDI at every opportunity — intertwine it!

### Being and Doing EDI

- Discuss EDI Commitment during workshops
- Advocating for equality
- Adding CLIPs (Conversations Leading to Inclusive Plans) to internal meetings
- Assessing current culture and reporting impact
- Connecting with four UM campuses and Lincoln University



## OUR PARTNERS

- [UM System Office of Diversity, Equity and Inclusion Diversity, Equity and Inclusion Task Force](#)
- [MU Division of Inclusion, Diversity and Equity](#)
- [UMKC Division of Diversity and Inclusion](#)
- [Missouri S&T Student Diversity Initiatives](#) and [Equity and Title IX](#)
- [UMSL Office of Diversity, Equity and Inclusion](#)
- [Diversity, Equity, and Inclusion in 4-H](#)