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.

Questions about training and resources? Suggestions for topics to share? Contact any current member or edic@missouri.edu.

Members, Fireside Conversation Livestream, Resources and more: 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