REPORT TO THE PROVOST ON DIVERSITY

The following information was provided by the Program Directors and/or the Supervisors. The previous data reflected 2004 numbers, so I have compiled data beginning in 2005.

CIRAS

- Haiyan Li, Accountant I (Hired: 6/1/06 -- Asian or Pacific Islander)
- Randy Garza, System Support Specialist I (Hired: 8/29/05 -- Latino or Hispanic)

Additional diversity recruiting and retention efforts:

- CIRAS civil rights and diversity plan (CCRDP) reviewed by an outside consultant for recommended improvement & suggested implementation ideas.
- Outside firm interviewed CIRAS staff privately or in groups (employee choice); reviewed CIRAS publications, displays, & website; main office environment and issued a report based on these observations on how CIRAS can improve.
- Outside firm provided diversity training at CIRAS quarterly staff meeting. Subsequent quarterly meeting included extensive discussion of that presentation and summary report.
- All CIRAS staff are annually required to set at least one goal toward implementation of the CCRDP.
- New members of the CIRAS advisory council are given an overview of ISU/ISU Extension and CIRAS civil rights diversity plans.
- ISU office of EOD has reviewed the CCRDP & recommended minimal changes. These are currently under review by the CIRAS diversity team.
- P&S recruitment efforts – advertised PTAC position at: military.com, saludos.com, Dept of Defense job search, Army career and alumni program, WomenTech World’s ejobs
- Several staff attended the ISCORE conference

COMMUNITIES

- Himar Hernandez, Field Specialist (Hired: 6/15/06 -- Latino or Hispanic)

CDE

- Sok-Leng Tan, Program Coordinator III (Hired: 1/1/07 -- Asian or Pacific Islander)

FAMILIES

- Myra Royal, Extension Program Specialist II (Hired: 1/1/05 -- African-American)
- Madelyn Ridgeway, Extension Program Specialist II (Hired: 1/1/05 -- African-American)
- Nancy Nicho, Extension Program Specialist II (Hired: 12/1/05 -- Latino or Hispanic)
- Rosa Morales De Gonzales, Extension Program Specialist I (Hired: 1/1/05 -- Latino or Hispanic)
- Dr. Anthony Santiago, Extension Program Specialist III (Hired: 5/1/06 -- Asian or Pacific Islander)
- Onikia Esters, Graduate Assistant (Hired: 1/1/05 -- African-American)
- Lizmelia Ortiz, Extension Program Specialist II (Hired 1/1/06 -- Latino or Hispanic) *resigned after one year to pursue M.S. in the college - is a Graduate Assistant and hopes to return to Extension following graduation.
Additional diversity recruiting and retention efforts:

- Created an extra rung on the Field Specialist ladder, P&S 13
- Wrote job descriptions to emphasize the importance of strong understanding and connections to minority clientele
- Hired in small groups, the thought being to create a co-hort of new employees to train together and provide support for each other
- Made personal contacts with 1890 land-grant faculty that had close connections to our college and had them help identify potential applicants ready to graduate and then we recruited in person. We put together a DVD (PowerPoint) on Iowa, Families Extension and the college and gave each person we met a recruitment packet.
- Helped the individuals we hired with whatever was needed... assistance in finding banking, housing, child care, additional coaching, etc.
- Looked at all of our funding sources to see if we could expand hiring's supportive of diversity (grad assistants, grants and EFNEP)
- I think our Mexico immersion staff in-services have had a lot to do with creating a more positive environment for this to take place in - along with encouraging and supporting our staff to learn conversational Spanish.

**EFNEP (FAMILIES)**

**Polk County Extension**
- Brandie Young, Extension Program Assistant I (Hired: 2/1/05 -- African-American)
- Nicole Crawford, Extension Program Assistant I (Hired: 8/16/05 -- African-American)
- Raquel Juarez, Extension Program Assistant I (Hired: 4/3/06 -- Latino or Hispanic)
- Elizabeth Otanez, Extension Program Assistant I (Hired: 4/3/06 -- Latino or Hispanic)
- Delfina Perez, Extension Program Assistant I (Hired: 1/16/07 -- Latino or Hispanic)
- Julieta Garcia, Extension Program Assistant I (Hired: 1/2/07 -- Latino or Hispanic)

Additional diversity recruiting and retention efforts:
- Information regarding vacancies was sent to every agency that has worked with the EFNEP program in the past; staff at the agencies referred applicants to the open vacancies.
- Advertising flyers of the job announcements were posted in a wide variety of minority offices and stores.
- Promoted the vacancies on a Spanish speaking radio station.

**Scott County Extension**
- Starsunta Scott, Extension Program Assistant I (Hired: 1/2/07 -- African-American)
- Sanjuana Shores, Extension Program Assistant I (Hired: 1/2/07 -- Latino or Hispanic)

**Louisa County Extension**
- E. Esther Estudillo, County Program Assistant (Hired: 1/1/06 -- Latino or Hispanic)
- Georgina Buendia, County Program Assistant (Hired: 1/1/07 -- Latino or Hispanic)

Additional diversity recruiting and retention efforts:
- Information regarding vacancies was sent to every agency that has worked with the program in the past; staff at the agencies referred applicants to the open vacancies.
• Advertising flyers of the job announcements were posted in a wide variety of minority offices and stores.
• Hired a Spanish speaking translator to verify the skills of both written and verbal form.

**YOUTH & 4-H**
• Terrance Hill, Extension Program Assistant II (Hired: 12/1/05 -- African-American)
• LaTonya Graves, Extension Program Assistant I (Hired: 1/1/06 -- African-American)