I. Diversity Mission/Vision Statement

Extension continues to strive towards their goal of increasing minority and bilingual staff by 2010. We have encouraged current staff to become bilingual and supported that effort with financial resources. We also have worked towards developing positions within the system that allow the qualifications some flexibility in order to attract a more diverse pool of applicants. We encourage our field staff to help us identify potential staff, who will improve our diversity, at professional meetings and other association attendance in and outside Iowa. This summer we will be looking at ways to develop internships that would encourage minority students to look at Extension as a possible career opportunity in the future.

Upon review of this mission/vision statement and the definition of the diversity approved by ISU President Geoffroy in January 2006, the Extension Leadership Team has decided to create a new Extension system-wide diversity plan. On March 9, 2010, the Leadership Team held a discussion of where Extension needs to be in regards to diversity. By the spring of 2010, the first draft of the plan will be completed.

Based on that discussion, the Leadership Team decided to align Extension’s diversity efforts with the ISU diversity goals. Progress and accountability of the plan will be monitored by the Extension Leadership Team. In addition, each Extension unit will form a monitoring committee to assess the implementation progress of the plan.

II. Diversity Efforts

- Implementation Goal 1- Institutional Commitment

In 2007, the Center for Industrial Research and Service created a civil rights and diversity plan and a team to update and implement the plan. The team continues to monitor progress on the plan. In addition, the Center for Industrial Research and Service has created a Mentor Program for all new employees in order to welcome staff and integrate them with an experienced team member who can act as a trusted advisor.
Families Extension has allowed faculty/staff flexibility in working remotely, electronically from locations other than their offices as needed to focus on selected projects. With the restructuring of Extension, a few staff members have been allowed to move their offices to be closer to their homes.

The Community and Economic Development field staff also has several virtual offices. This program unit will be seeking retention/equity raises for two minority staff members while requesting additional funds for minority hires to program with minority business and community development clientele.

• **Implementation Goal 2-- Curriculum and Pedagogy**
  Extension’s 4-H Youth Development Program is committed to providing diverse learning opportunities to its members. Examples of that include the development of 4-H Youth Development clubs for Latino youth in Waterloo, providing them an opportunity to learn horticulture and the principles of operating a greenhouse. In addition, many Iowa counties are paying the program development fees for youth unable to pay this fee.

  Families Extension has encouraged faculty/staff to participate in diversity seminars by Helen LeBaron Hilton Endowed Chair, Gloria Ladson—“Billings on Diversity Issues”, as well as, facilitated discussions on how to reach non-traditional audiences.

  Extension’s Continuing Education and Professional Development unit has identified staff to respond to clients who have special needs; language, gender, cultural, disabilities, etc.

  Extension’s Center for Industrial Research and Service conducts on-going reviews of presentation materials to ensure the appropriateness for a diverse audience. The findings are shared with all staff to increase awareness and for continuous improvement.

  Many Extension publications have been translated to or created in Spanish to better serve the growing Latino Extension clientele.
Implementation Goal 3—Research and Scholarship
Two Families Extension campus staff mentored a Hispanic high school student, a participant in the George W. Carver summer internship program. Another faculty member has conducted and shared research about immigrant Latino families and their challenges with access to food, housing, and health care.

The Community and Economic Development unit of Extension partnered with the ISU College of Design to host a Roundtable discussion on Latino business entrepreneurship and small town street development. In addition, this unit cooperated with a graduate student’s internship focusing upon Latino involvement in business development.

Implementation Goal 4—Increase the representation of historically underrepresented populations among faculty, staff, and students (Extension clientele).
During the search for the Associate Dean for Families and 4-H Youth/Families Program Director, the search committee intentionally recruited from the 1890 and Hispanic colleges, with the result of a minority candidate. Also in the Horizons community program limited resource audiences were recruited to serve on the community steering committees. Purchase of resources for programming to serve minority audiences continues in Perry and Sioux City, even after the federal Children, Youth, and Families At Risk grant has ended. In Perry, the Hispanic staff member is now offering Spanish classes to community Anglo audiences. Also promotional publications have been re-designed to attract and reach out to limited resource and minority audiences.

Each year Extension conducts civil rights reviews and diversity training with some portion of the Iowa county Extension office staff and Extension councils. In five years all counties will have gone through a review and received training. The reviews include concerns about marketing and accessibility to diverse audiences.

The Agriculture and Natural Resources unit’s commitment to diversity is demonstrated by programming, such as Annie’s Project, which is designed to provide agricultural education for women who are classified as socially disadvantaged and limited in resources.
The Extension 4-H Youth Development Program also has designed programming efforts to serve the underrepresented populations. By partnering with local 21st Century grants, the 4-H Youth Development Office has reached audiences that are 50% minority enrollment. The State 4-H Youth Development Office also has successfully recruited two minority AmeriCorps members to work out of the 4-H Youth Development office. An additional indication of success working with the underrepresented populations is the increase in total percentage of minority 4-H participants and adults this year as compared to last year. Another example, of working to meet this goal is creating 4-H clubs for young people living in residential treatment centers.

Due to the efforts of the Vice President for Extension and Outreach, the Extension Citizens Advisory Council now has 8 minority members out of 38 total members for 21%.

The result of the Center for Industrial Research and Service using resources to advertise open positions in diverse sources has been 75% of new hires in the past two years belonging to a historically underrepresented population.

Extension Communities and Economic Development has designed programs, such as “Community Voices”, specifically to underrepresented populations.

- **Goal 5-- Inter-group and Intra-group Relations**
  Each year, between 2 to 5 Extension staff, participates in a leadership development program, the National Extension Leadership Development Program-North Central. This program conducts four, four-day seminars throughout the year. One of those four seminars is focused solely on diversity.

  The Center for Industrial Research and Service conducts an annual organizational excellence survey which includes questions seeking feedback on diversity issues. The unit’s diversity team then develops a plan and deliverables to address any identified issues.

  Families Extension has received donations honoring a retired administrator designed for programming to help limited resource and diverse audiences. A Families faculty member received a college scholarship to design training for Hispanic food service workers. Two additional faculty members participated in a ten day course in Yucatan to learn and practice Spanish. Another faculty member
has designed programming on low cost home modifications for individuals with disabilities.

The Iowa AmeriCorps State of Promise program, sponsored by the Extension 4-H Youth Development program received four Disability Inclusion Mini-grants designed to attract participants with disabilities. Total value of the four grants was $2000. This unit also partnered with the Leopold Center and the State of Iowa Carmen Sosa Project grant to develop curricula for Latino immigrant families.

III. Best Practices/Final Comments

As indicated in the many examples shared in section II of this report, Extension’s strength is in its programming for underrepresented populations and its commitment to diversity within the organization as a whole. The development of a new diversity plan and a structure for implementation and accountability will ensure commitment. The plan will help address diversity as an organizational value and provide a method of accountability in a large de-centralized state-wide organization.