

URI Cooperative Extension and Outreach Coordinating Committee

September 16, 2020 Meeting Notes

10:00 a.m.____

Diversity, Equity and Inclusion Discussion

How can Extension do a better job of reaching diverse audiences?

- ❖ *Why are we thinking about this now?*
 - We are refreshing our CoopExt program implementation plans
 - We underwent a USDA Civil Rights Review in early 2010's, and received 46 recommendations for improvement in 11 categories
 - Low hanging fruit: We should all have affirmative action statements on our newsletters and publications. ~KH
 - There are training resources available at URI and beyond for us to utilize
 - There is momentum internally and externally for change, including:
 - CELS Task Force → will be tasked with developing a list of actionable items for implementation in teaching, research and Extension
 - Master Gardener Program D&I Task Force → volunteer continuing education, community needs assessment pilot, new volunteer recruitment, translation team

- ❖ *What are our goals? [Deb Imondj]*
 - **Define Our Audience:**
 - We want to serve and mirror the demographics of RI. We should be as diverse as the population we serve. 30% are non-white and Hispanic. ~DI
 - We should be including LGBTQ, military families, and Native Americans as at risk communities. ~KH
 - If the traditional population we serve is not non-white and Hispanic, do we pivot to serve those populations for the sake of serving them? ~RB
 - **Invest in Personnel:**
 - Our faculty and staff are not diverse. We should be. What do we need to do to go out and drum up non-white and Hispanic individuals we want to consider? ~DI
 - What DEI training is needed? ~KV
 - RI Racial and Socioeconomic Demographics 101
 - ◆ Yasmin Yacoby, RI OER
 - ◆ Others???
 - Four-part DEI Micro-credential Series
 - ◆ [Dr. Joanna Ravello](#), URI
 - DEI in Extension Programs:
 - ◆ [Dr. Nia Imani Fields](#), University of Maryland
 - 21-day Racial Equity Habit Forming Challenge
 - ◆ [Food Solutions New England](#)
 - Others?

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➤ **Examine our Impact:**

- When we are serving the appropriate mix of folks, are we sure that we are serving them well? Have we asked them what they need, or are we just assuming? Needs assessments can help!

❖ **Potential Actions:**

- Collect demographic data!
 - What platform should we use for data collection? Qualtrics? ~KV
 - We need to think about whether we need to get IRB approval - are we going to be collecting data that identifies individuals because there are so few "minority" individuals in our audience? ~RB
 - Reporting via a basic Google Form that any staff/volunteer can access to enter participant statistics would make it easier to capture data ~KH
- Create connections across programs through needs assessments, handouts, in-person presentations to tap into audiences for recruitment and program promotion (e.g. EFNEP → MGP, MGP → EFNEP) ~SA
- Seek external sources of funding:
 - AFRI CARES Program?
 - Integrated research (needs assessment?) & Extension
 - Open now / deadline is late spring of 2021
 - Three year, \$300,000
 - RI Foundation
 - <https://rifoundation.org/news/black-philanthropy-empowers-the-community>
 - NSF
 - https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=505679

CEO Committee: Put forth recommendations to Dr. Sheely about how to move forward.

❖ **Action Items:**

- Set up 2020 Coordinating Committee Google Drive folder (Kate V.)
- Share information to use for justification for this DEI initiative, i.e. USDA Civil Rights Review (Debby S.)
- Potential Training opportunities for CoopExt faculty and staff (Kate V.)
- Look into potential funding opportunities for creating efficiency around DEI in Extension (Sarah A.?)
- Set-up Google Doc to capture what we are currently doing and what we'd love to do for the Narragansett Tribe (Kate V, ALL)

Next Meeting: Monday, October 26, 2020 at 9:30 a.m.