

**Extension Committee on Organization and Policy  
Personnel and Organization and Development Committee**

**SUBCOMMITTEE ON EXTENSION DIVERSITY**

A. J. Dye and Maurice W. Dorsey, Co-Chairs

NEW MEMBERS! SED welcomed Susan Damme, Minnesota; David Travis, Virgin; May Mong, Michigan; and Cathy Martinez, Colorado. Ingrid Holmes, Maryland provided the leadership for the new member orientation. She did a superb job. All of the new member were active, enthusiastic, and involved. They all volunteered to work on a SED workgroup. Thanks again to Judy Barth and PODC members. Still seeking members for the west, 1999; south, 2000; northeast, 2001 and 1890's.

ECOP Presentation: ECOP invited the entire membership of SED to join them as Kathy Castania delivered a professional paper on: managing diversity as a comprehensive managerial process, developing an environment for all employees. She stated that it is an on-going process. A discussion followed and it was recommended that small states be included. SED's contribution was recorded in the ECOP minutes. A. J. Dye was extremely instrumental in the organization and success of this session.

National Diversity Award: Colien Hefferan and Walter Waller have approved the 1998 National Diversity Award winner: Francis Price. The award will be presented at the November, 1998 NASULGC Meeting in Atlanta, Georgia.

Benefits of Diversity in Cooperative Extension: Cathy Castania, Cornell Migrant Program, provided leadership in the publication of this SED paper. It was presented in draft at the National Extension Directors and Administrators Conference in Corpus Christy, Texas, February 18, 1998.

Six State Project Working Group: Cathy Castania is organizing and seeking funding for a six state diversity project. The states include: New York, North Carolina, Pennsylvania, California, Colorado, and Kentucky. The number of states may be expanded depending on the national interest after the project is fully organized.

Evaluation and Standards Work Group: David Travis, Jr. and Cathy Martinez are providing leadership to a work group who will investigate the inclusion of diversity employee performance appraisal systems, as is currently the case in some states.

Next Meeting: Tentative March, 14-17 1999. Jenny Grover, CSREES is investigating Puerto Rico as the next meeting location.

## PODC Procedures for Naming New SED Members

1. Name 4 new SED members each year to 3 year terms
  - seek representation of all 4 regions, 1890's, CSREES, Tribal Colleges
  - maintain committee membership diversity
  - consider Diversity Award nominees as possible source
2. During summer-fall of each year, PODC members from each Region, the 1890's and CSREES will work with Extension Directors to nominate two people for possible SED membership
  - Director support for each nominee should first be sought including support for release time and travel dollar support
  - when Director support is obtained, gain acceptance of nominee to have his/her name considered for selection
3. The names of two nominees from each region, 1890's and CSREES will be brought to the winter PODC meeting.
4. During the winter PODC meeting, PODC and SED leadership will select 4 new members. The list will be shared with PODC prior to adjournment and adopted by motion to the committee as a whole.
5. PODC Chair will inform new SED members of their selection by letter immediately after the winter PODC meeting. The PODC Chair will also correspond with all other nominees thanking them for their interest and informing them they were not selected.

May 1997

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Discuss with Directors when gaining support for new subcommittee members:

Subcommittee on Extension Diversity (subcommittee of PODC)

1. Advocate for programs addressing needs in transitional communities nationwide
2. Advocate for employment practices that support employment of diverse Cooperative Extension staff nationwide
3. Recommend National Diversity Award recipients annually
4. Monitor progress of diversity and pluralism in programming and employment
5. Serve as an early warning system to system for emerging diversity issues
6. Support PODC as a catalyst for action on diversity issues through ECOP
7. Partner with CSREES in addressing diversity issues

Expectations of SED Members

1. Three year term
2. Meet 2-3 times per year for 2-3 days each time, location moves around U.S.
3. State is responsible for all costs of participation

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