

HISTORY

Extension Committee on Organization and Policy (ECOP)

Personnel and Organization Development Committee (PODC)

Subcommittee for Extension Diversity (SED)

- 1987** ECOP held Dialogue on Diversity.
- 1988** ECOP and ES-USDA organized The Council on Diversity, an external advisory council for the CES System.
- 1990** ECOP and ES-USDA established the Cooperatives Extension Systems's Emphasis on Diversity, and the PODC Subcommittee on Extension Diversity, co-chaired by Michael Brazzel and Curtis Gear.
- 1990** The Council on Diversity wrote a report: "Addressing Diversity in the 1990's and Beyond: CES Can Make a Difference", in response to draft copy of Pathway to Diversity, a strategic plan for the Cooperative Extension System's emphasis on Diversity.
- 1991** The Council on Diversity published: "Valuing Difference and Celebrating Diversity" A Report of the Council on Diversity in Extension to The Cooperative Extension System.
- 1991** "Pathway to Diversity" a strategic plan for the Cooperative Extension System's Emphasis on Diversity was initially prepared in draft form and circulated throughout the Extension System for comment and revision. The Council on Diversity in Extension also provided comments, and a national conference was held to review the plan and it was published in October, 1991.
- 1991** National Diversity Award Winners: James Oliver, Associate Director, University of Illinois, Cooperative Extension Service; University of Maine, Cooperative Extension Service Task Force on Diversity; and University of California, Cooperative Extension Service.
- 1992** The Council on Diversity, published "Commitment to Diversity and Pluralism" a report of the Council on Diversity in Extension to the Cooperative Extension System.
- 1992** The National Center for Diversity was created at Kentucky State University, JoAnne Bankston, Director.
- 1992** National Diversity Award Winners: Tuyet Seethaler, Extension Specialist, Utah State University; Los Angeles County Cooperative Extension Service Staff Team; and Cooperative Extension Service, Michigan State University.
- 1993** ECOP and ES-USDA sponsored a National Train-the-Trainer Conference, in Albuquerque, New Mexico. Conference proceeding were sent to all attendees.
- 1993** National Diversity Award Winner: Clint Jacks, Extension Agent, Oregon State University
- 1994** National Diversity Award Winner: The University of Missouri-Lincoln University Cooperative Extension Task Force.

- 1994** ECOP-PODC-SED holds their first meeting in Gallup, New Mexico. Michael Brazzel and Curtis Gear are co-chairs. Milan Rewerts appoints committee members. Gerald Moore hosts the first diversity tour of Window Rock and Navaho Nation.
- 1995** ECOP-PODC-SED met in New Orleans, Louisiana. Pat Calvert and Curtis Gear were co-chairs. Margaret Johnson, Cathy Castania, Juan Martinez, Nilda Toreda, Maurice Dorsey and Jane Chin were in attendance.
- 1995** National Diversity Award Winner: Hiram Palmertree, Director, Mississippi State University.
- 1995** National Diversity Strategic Planning Conference was held in Denver, Colorado.
- 1995** Diversity Training was conducted for Extension See Directors in southern, north central and northeast region. These were half-day sessions.
- 1996** "Pathways to Diversity" is re-assessed and closer linkages are established between PODC and SED, membership rotates.
- 1996** National Diversity Award Winner: Curtis Gear, Wisconsin.
- 1996** ECOP-PODC-SED met in Rochester, New York. Kathy Castania hosted a tour of farm worker camps in upstate New York, a panel of farm workers met with SED members. Curtis Gear retired, ending his tenure on SED. Maurice W. Dorsey was elected state cochair. Pat Calvert retired, ending her tenure on SED. A. J. Dye was appointed federal partner.
- 1997** ECOP-PODC-SED collaborates with National Extension Leadership Development (HELD), National Center for Diversity to expand national interest on diversity.
- 1997** National Diversity Award Winner: Raygene Paige, Mississippi Cooperative Extension Service, Assistant Director, Family and Consumer Sciences.
- 1997** ECOP-PODC-SED met in Raleigh, North Carolina. We were hosted by Marilyn Corbin and visited A&T State University; we participated in their Small Farms Week Program.
- 1997** "Managing A Diverse Workforce in the Cooperative Extension System: Recruitment Selection and Retention of a More Culturally Diverse Workforce", and "Benefits of Diversity in Cooperative Extension" were published and later, presented at the 1998 Extension Directors and Administrators Meeting, Corpus Christi, Texas.
- 1997** ECOP-PODC-SED met in Washington, DC. New members are Ingrid Holmes, Maryland, Jose Vasquez, Wisconsin, and Judith Kingston, California. Cathy Castania and Maurice Dorsey were extended. We were hosted by A. J. Dye and Maurice Dorsey. SED members were taken on a tour of the District of Columbia neighborhoods and communities when Extension programs were being conducted by the University of the District of Columbia, Cooperative Extension Service.
- 1998** New members were appointed by PODC, Chair, Judy Barth; LaVerne Blount, Alabama; Marlene Berger, Utah; Kathy Castania, New York, David Travis, Virginia, Cathy Martinez, Colorado, May Mong, Michigan, and Susan Damme, Minnesota. Ingrid Holmes, Maryland provided leadership for the "new" member orientation. Terms are from January 1, 1999 to December 31, 2001
- 1998** National Diversity Award Winner: Francis Price, Utah State University, retired. The award was presented at the NASULGC Meeting in Atlanta, Georgia. Marilyn Corbin was chair of the Awards Committee.

- 1998** “Benefits of Diversity in Cooperative Extension” was published and presented at the Extension State Directors Meeting, Asheville, North Carolina. Kathy Castania, Cornell Migrant Program provided leadership.
- 1998** SED Members embark on a Multi-State Diversity Project: “Change Agent States for Diversity” to provide models for the CES system on managing a diversity change process.
- 1998** Full membership is restored to SED. Terms are from January, 1st - December, 31st for 3 year terms. All four regions and I 890’s are represented. In addition to the “new” members, continuing members include: Marilyn Corbin, Pennsylvania; John Hancock, Kentucky; Jose Vasquez, Wisconsin; Judith Kingston, California; Ingrid Holmes, Maryland; (1997-99); Maurice Dorsey, District of Columbia; David Travis, Jr. Virginia; May Mong, Michigan; and Cathy Martinez, Colorado; (1998-2000). USDA Partners: A. J. Dye and Jenny Grover. National Center for Diversity Partner: Joanne Bankston.
- 1998** Officers were elected: A. J. Dye and Maurice W. Dorsey, Co-Chairs; Ingrid Holmes, Secretary.
- 1998** Working Groups were formed: Evaluation and Standards, Travis and Martinez; Linkages to Professional Organizations, Holmes; and Multi-State Diversity Project, Castania, Corbin, Bankston, Kingston, and Martinez.
- 1999** ECOP-PODC-SED met in Long Beach California, hosted by Judy Kingston, a tour of Los Angeles County Extension was conducted.
- 1999** Change Agent States for Diversity (CASD) application and selection process was completed. Selected states are: Georgia, North Carolina, Pennsylvania, New York, North Dakota, Missouri, Arizona and Colorado.
- 1999** ECOP-PODC-SED met in Milwaukee, Wisconsin. Hosted by Jose Vasquez, there was a toe of the Milwaukee County Extension Program.
- 1999** Officers were elected: Ingrid Holmes, Co-Chair and A. J. Dye Co-Chair

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