

# HEADS UP

UPDATES AND ISSUES

DIVERSITY AND  
CIVIL RIGHTS



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## The Plan

Did you know that Utah State Extension has a formal Civil Rights/Affirmative Action Performance Plan which measures our effectiveness in developing and delivering programs to diverse and underserved audiences? This Extension Performance Plan was established in 2003 and is now about to be revised for 2009 -2013. The current plan has several elements, some of which you are perhaps all too familiar with, such as the *Annual Civil Rights Self Assessment Tool* which each extension employee is required to complete annually. Other elements of the plan include:

1. **Program Planning and Participation Goals** designed to increase the participation of underrepresented groups on county and statewide Extension boards and increase participation of underserved women, minorities and those with limited resources in Extension programs.
2. **Public Notification Goals** developed to ensure that "all reasonable effort" will be undertaken to notify stakeholders regardless of color, national origin, sex, age or disability of programs and activities provided by Extension throughout the state.
3. **Civil Rights Training Goals** established to help faculty and staff understand their responsibility to ensure adherence to all rules, regulations and laws pertaining to civil rights.
4. **Civil Rights Compliance Review Goals** established to assist specialists, county faculty and staff in collecting and maintaining the appropriate records our federal partner CSREES requires in documenting commitment and efforts.
5. **Civil Rights Population and Clientele Projection Goals** which establishes information on the face-to-face contact goals Extension must have to demonstrate their efforts in contacting and accounting for programs delivered to youth, adults and ethnicities in Utah.

The Utah State University Extension Extnet website is designed to support faculty and staff reference information in support of these goals. Take a few moments to familiarize yourself with the resources available to you at <https://extnet.usu.edu/diversity/> . The full Extension Civil Rights Plan is available at this site.

As we prepare to develop the next five year performance plan for Civil Rights, we welcome your input and insight in helping to create a dynamic and meaningful plan to ensure Civil Rights and Diversity applications in Utah Extension work.

Contact: Dallas L. Holmes EdD, State Extension Liaison for Civil Rights at 435-770-0744 or [Dallas.Holmes@USU.EDU](mailto:Dallas.Holmes@USU.EDU) to share your ideas and suggestions for the 2009-2013 Civil Rights/Affirmative Action Performance Plan.

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"Utah State University is an affirmative action/equal opportunity institution."