

HEADS UP

UPDATES AND ISSUES

DIVERSITY AND CIVIL RIGHTS



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New Diversity and Civil Rights Resources

<http://extension.usu.edu/diversity/>

July marks the beginning of a new Extension fiscal year. It provides opportunity for reflection and planning on how we can serve an increasingly diverse clientele in Utah. The current Diversity and Civil Rights Performance Plan 2009-2013 calls for individual action in learning more about how to interact with clientele through improving cultural competency and developing second language skills.

Performance Plan Objective #2 invites:

- a. All Extension personnel over the five year duration of the plan to engage in a minimum of 18 hours of cultural competency training consisting of sessions in cultural awareness, cultural understanding, cultural knowledge, cultural interaction and cultural sensitivity.
- b. Cooperative Extension will encourage and provide opportunities for personnel to develop a second language competency. Developing second language ability among Extension staff will further enhance program participation by diverse audiences.

On-line cultural competency and language web based materials have been developed on the new Extension internet site to help meet these goals. You are encouraged to develop your own personal self development plan to meet these objectives in the Extension Diversity and Civil Rights Plan. Refer to the Extension web sites below to find materials that will get your started on your way to improving your cultural competency and second language skills.

Dimensions of diversity – *Understanding and becoming aware of cultures, diversity, and how you view the world*

<http://extension.usu.edu/diversity/html/dimensions-of-diversity>

Testing, developing, and learning about cultural competency – *Test your skills in cultural sensitivity, cultural bias, and tolerance*

<http://extension.usu.edu/diversity/html/testing-developing-and-learning-about-cultural-competency>

Diversity & Civil Rights training – *USU Civil Rights Performance plan, Heads-up newsletters, diversity handouts, and PowerPoint presentations*

<http://extension.usu.edu/diversity/html/diversity-and-civil-rights-training>

Best practices – *Examples of Best Practices in working with diverse and underrepresented communities in USU Extension*

<http://extension.usu.edu/diversity/html/practice>

Resources:

Exploring the Spanish language – *Learn pronunciation, common phrases, and translation tools.*

<http://extension.usu.edu/diversity/html/exploring-the-spanish-language>

Publications – *Resources for Latino and other cultural groups you may be working with and Extension Espanol publications*

<http://extension.usu.edu/diversity/html/publications>

Links – *Other diversity Extension and governmental websites*

<http://extension.usu.edu/diversity/html/publications>

Faculty and Staff [pw is 1888]

Employee resources- *Self assessment tools, understanding civil rights laws, forms, tools, and guides for compliance*

<http://extension.usu.edu/diversity/html/employee-resources>

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