

# HEADS UP

## UPDATES AND ISSUES

### DIVERSITY AND CIVIL RIGHTS



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## Civil Rights Reporting in Digital Measures

In this issue I would like to highlight the fields in Digital Measures that are used for reporting civil rights efforts to the National Institute of Food and Agriculture (NIFA). Last year, changes were made to the Major Programs and the Extension Events/Activities screens. Direct client contact and LEP (Limited English Proficiency) fields were moved from the Major Programs screen to the Events/Activities screen. It is important that the **Demographics of Participants** section is completed so accurate direct contact numbers can be aggregated and parity reports completed. USU Extension's parity goals are based on having 29% face-to-face contacts for each ethnic group. The baseline was set in 2005 when USU Extension's overall face-to-face contacts were 29% of the Utah population. The reasoning behind parity is that if USU Extension has face-to-face contacts equivalent to 29% of Utah's population then we should strive to have the same level of contact for each of our ethnic populations (White, Black, American Indian, Asian, and Hispanic). Chart 1 shows the parity levels reached for each ethnic group from 2005 to 2011. In general parity for White, Black and American Indian populations were reached. Over this time period parity for Hispanic populations was reached twice. Parity for Asians has not been reached.

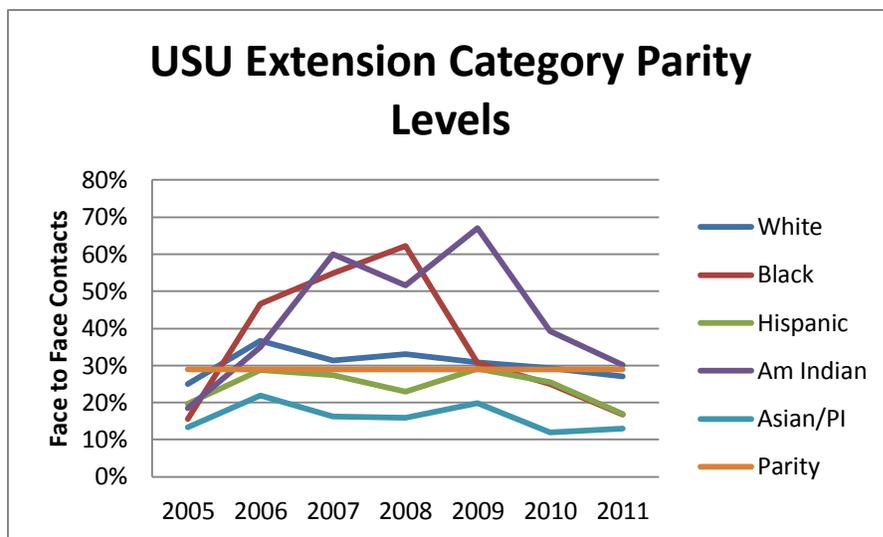


Chart 1. Ethnic groups parity levels.

**Limited English Proficiency (LEP)** clients are also tracked in the Events/Activities screen so we can show service to this demographic.

A new indicator in DM for civil rights reporting is the question, "**Does this event/activity have a major Civil Rights/Underserved Population emphasis?**" This question was added in order to more easily identify which of the roughly 3,000 annual USU Extension events and activities help our diverse populations.

Another field in DM where we gather Civil Rights information is found in the Major Programs screen in the **Annual Report**. Outcomes in Civil Rights should be limited to the impacts that your programs have on minority and underserved groups. There is no need to repeat demographic information in this report as it is gathered through the events/activities contact fields.

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