

KSRE Diversity, Equity, and Inclusion Plan

Priority Area 1: Supportive, Welcoming, Inclusive and Fair Work Environment

Goal 1: Improve diversity, equity, and inclusion competencies of KSRE specialists, agents, program assistants and office professionals.

Key Partners and Stakeholders: Extension Administration, Local Unit Boards, KSRE Staff, Office of Institutional Equity, North Central Regional Cooperative Extension Association, NIFA

Measures:

- Attendance # at Navigating Difference Training
- # of other DEI training opportunities provided
- Attendance # at other trainings
- # of DEI trainings identified in agent professional development plans
- # of agents identifying DEI training in professional development plans
- # of staff who have completed online Title IX training

1-2 Year Outcomes:

- The number of KSRE staff trained in Navigating Difference will increase by 25% by January 1, 2022.
- At least 2 Universal Design/Accessibility Trainings will be offered.
- Online modules for Title IX training will be made available for KSRE Staff.
- 100% of KSRE agents will identify at least one DEI competency training as part of their yearly professional development plan.

3-5 Year Outcomes:

- 100% of KSRE agents and specialists will have completed online Title IX training
- 100% of new agents will have completed Navigating Difference within their first 18 months of employment (ongoing).
- 75% of KSRE agents and specialists will have completed Navigating Difference Training.
- 100% of KSRE agents will identify at least one DEI competency training as part of their yearly professional development plan.

Priority Area 1: Supportive, Welcoming, Inclusive and Fair Work Environment

Goal 2: Improve diversity, equity, and inclusion competencies of local unit boards and program development committees.

Key Partners and Stakeholders: Extension administration, Local Unit Boards, KSRE Staff, NIFA

Measures:

- # of boards and PDCs who complete the annual civil rights training
- # of boards who document the review and discussion of program parity annually and as a part of every 4-year comprehensive civil rights reviews.
- # of board members who complete hiring module when an agent vacancy is filled.
- Membership parity assessment of local unit boards and program development committees.

1-2 Year Outcomes:

- 100% of boards and PDCs will complete annual civil rights training.

- 100% of boards will review and discuss program parity annually.
- 100% of board members will complete hiring module when an agent vacancy is filled.
- 50% of boards/PDCs will complete the Reaching Underserved Audiences board leadership module.
- 75% of boards will utilize the Recruiting Board and PDC Members board leadership module.
- KSRE will realize a 10% improvement in board and PDC parity.
- At least one diverse representative will be appointed to the SEAC.
- 2 new Board Leadership Modules developed aimed at increasing DEI Competencies

3-5 Year Outcomes:

- 75% of boards/PDCs will complete the Reaching Underserved Audiences board leadership module.
- 90% of boards will utilize the Recruiting Board and PDC Members board leadership module.
- KSRE will realize a 50% improvement in board and PDC parity. (Or KSRE will achieve parity in all areas on boards and PDCs).

Priority Area 2: Increase KSRE's outreach capacity to include all Kansans in Extension Programs.

Goal 1: Embed and enforce policies and practices that adhere to diversity, inclusion, and equity principles related to staffing of KSRE employees.

Key Partners and Stakeholders: Extension administration, Local Unit Boards, KSRE Staff, NIFA

Measures:

- Analysis of pay equity data and promotion data will show improvements in pay/ promotion equity.
- # of applicants and hires from underrepresented groups will increase.
- KSRE will improve staff parity ratios.
- Aggregated performance review data for agents will indicate greater efforts toward DEI.
- Professional development reports will show an increase in number of DEI related professional development engagements by staff.

1-2 Year Outcomes:

- Number of staff reporting participating in DEI related professional development will increase by 25%.
- Number of historically underrepresented or underserved applicants will increase by 10%.
- Number of historically underrepresented or underserved hires will increase by 5%.
- KSRE staff parity ratios will improve by 5%.

3-5 Year Outcomes:

- Gaps in pay equity for underrepresented groups of employees will improve by 2%.
- Number of staff reporting participation in DEI related professional development will increase by 50%.
- Number of diverse applicants will increase by 20%.
- Number of diverse hires will increase by 10%.
- KSRE staff parity ratios will improve by 10%.
- Retention rate for employees of color is the same as the institutional retention rate.

Priority Area 2: Increase KSRE's outreach capacity to include all Kansans in Extension Programs.

Goal 2: Embed and enforce policies and practices that adhere to diversity, inclusion, and equity principles related to program delivery.

Key Partners and Stakeholders: Extension Administration, Local Unit Boards, KSRE Staff, NIFA

Measures:

- Quarterly effort reports will reflect improvements in programmatic parity.
- Review of PFT and agent action plans will reflect identification of and plans for reaching underserved and underrepresented audiences.

1-2 Year Outcomes:

- KSRE will see a 10% improvement in program participant parity.
- Each PFT will identify top 3 publications for translation (as well as suggested language(s)).
- All PFT Action Plans will identify methods for reaching underserved or underrepresented audiences.

3-5 Year Outcomes:

- KSRE will see a 25% improvement in program participant parity.
- Top 3 publications from each PFT will be translated into another language as identified by PFT.

KSRE Diversity, Equity, and Inclusion Strategic Action Plan

Expected Outcomes

1. In climate surveys, KSRE staff will report feeling supported, welcomed, included, and that KSRE provides a fair work environment where all people are respected, voices are heard, opinions are considered and valued.
2. KSRE will achieve parity amongst board and PDC members by increasing the number of representatives from underrepresented groups.
3. KSRE will achieve parity amongst staff by increasing the number of Black or African American, Native American or Alaska Native, and LatinX employees and maintain parity with other races.
4. KSRE will achieve parity in program participation.

Definitions*

- **Climate:** How Individuals and groups experience and perceive being members of the University community with an emphasis on feeling valued, a sense of belonging, being listened to, seeing themselves as physically and psychologically safe and being treated with dignity, equity and respect.
- **Cultural Competence:** The ability to understand, communicate and meaningfully engage with individuals whose backgrounds are different from your own.
- **Disability:** A physical or mental impairment that substantially limits one or more of the person's major life activity(ies).
- **Diversity:** The multiplicity and intersections of individuals' identities derived from different backgrounds and with different characteristics (e.g. race, ethnicity, age, nationality, social and economic status, language, culture, education, skills, sexual orientation, gender identity/expression, religious, political and ideological perspectives, and physical and mental abilities, among others).
- **Equity:** is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.
- **Ethnicity:** Ethnicity determines whether a person is of Hispanic origin or not. For this reason, ethnicity is broken out in two categories, Hispanic or Latino and Not Hispanic or Latino. Hispanics may report as any race.
- **Gender Identity:** A person's perception of having a gender, which may or may not correspond with their sex at birth.
- **Inclusion:** The feeling of being valued, included, welcomed, safe, respected and meaningfully engaged in a community.

- **LGBTQIA:** Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual.
- **Multiracial:** A person identifying with two or more races as their primary racial identity.
- **On-boarding Process:** The process through which new employees acquire the necessary knowledge, skills, and behaviors to become effective University members.
- **Person of Color:** A person who is not white or of European parentage.
- **Race:** The Census Bureau defines race as a person's self-identification with one or more social groups. An individual can report as White, Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, or some other race.
- **Sexual Orientation:** A person's sexual identity in relation to the gender they are attracted to and want to have relationship(s) with. Sexual orientations include gay, lesbian, straight, bisexual, and asexual.
- **Spiritual Affiliation:** Commitment to or relating to a way of life dedicated to religious or faith-based vows or principles.
- **Transgender/transsexual:** A person whose sense of personal identity and gender does not correspond with their birth sex.
- **Underserved:** The term "underserved" deals with the demographic status of and the services that are offered or presented to a particular group. It is a segment of the community that is not currently being served by an organization. This term is sometimes used interchangeably with "underrepresented. Audiences may be underserved due to their: age, country of origin, ethnicity, gender/gender identity, geographic location, income/socioeconomic status, race, sexual orientation, language/literacy, disability status, spiritual affiliation/religion or veteran status.
- **Urban:** A community or group of communities that is highly developed with a density of structures such as houses, commercial buildings, and roads.
- **Veteran:** A person who served in the active military and who was discharged or released under conditions other than dishonorable.
- **Worldview:** A person's beliefs about aspects of the world that grounds and influences their thinking, knowing and experiences in the world.

*Definition Source: KSU Office of Equity and Inclusion, 2020 University Climate Survey