

2011 National Urban Extension Conference

May 2-5, 2011

**Diversity and Inclusion:
Reaching Our Full Potential**



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UNIVERSITY OF WISCONSIN-EXTENSION**

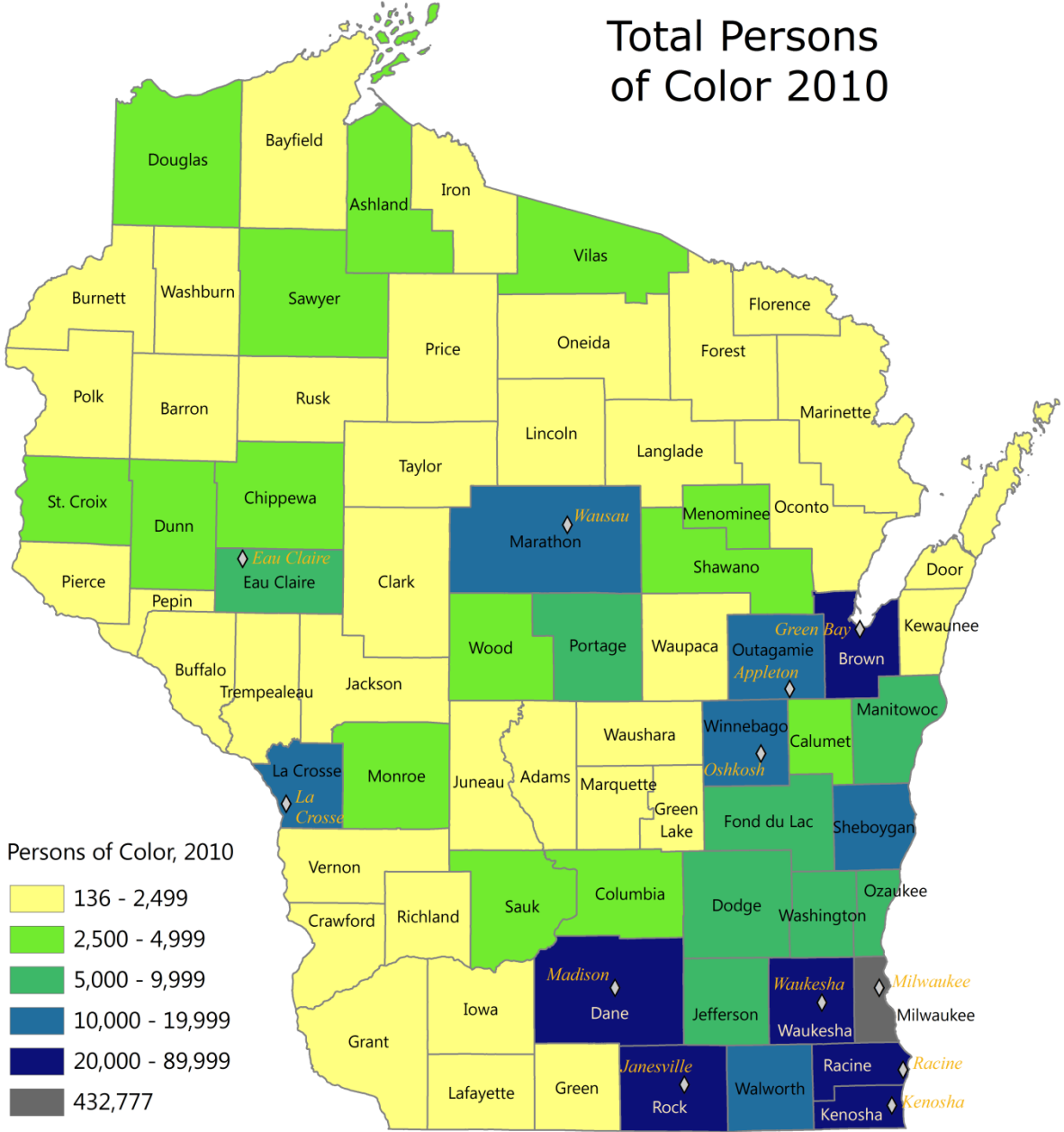
Diversity and Inclusion: Reaching Our Full Potential



Diversity is a Reality. Inclusion is a Choice.

- Diversity is about who is in the room—how those people are similar and different.
- Inclusion is about how the people interact with one another.
- As leaders we need to manage both realms to achieve the full potential of our institutions.

Total Persons of Color 2010

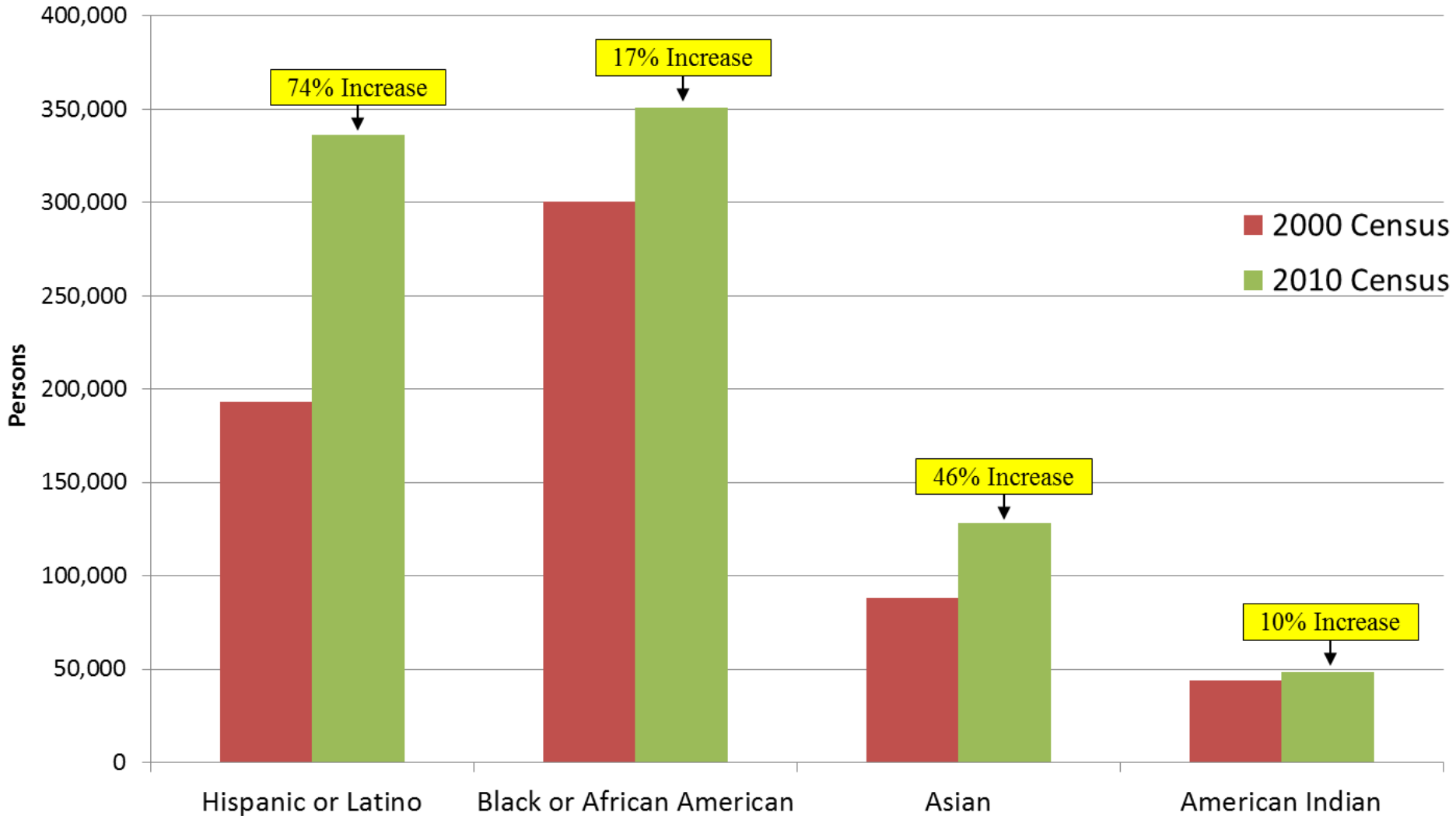


Data source: Census 2010 Redistricting Data

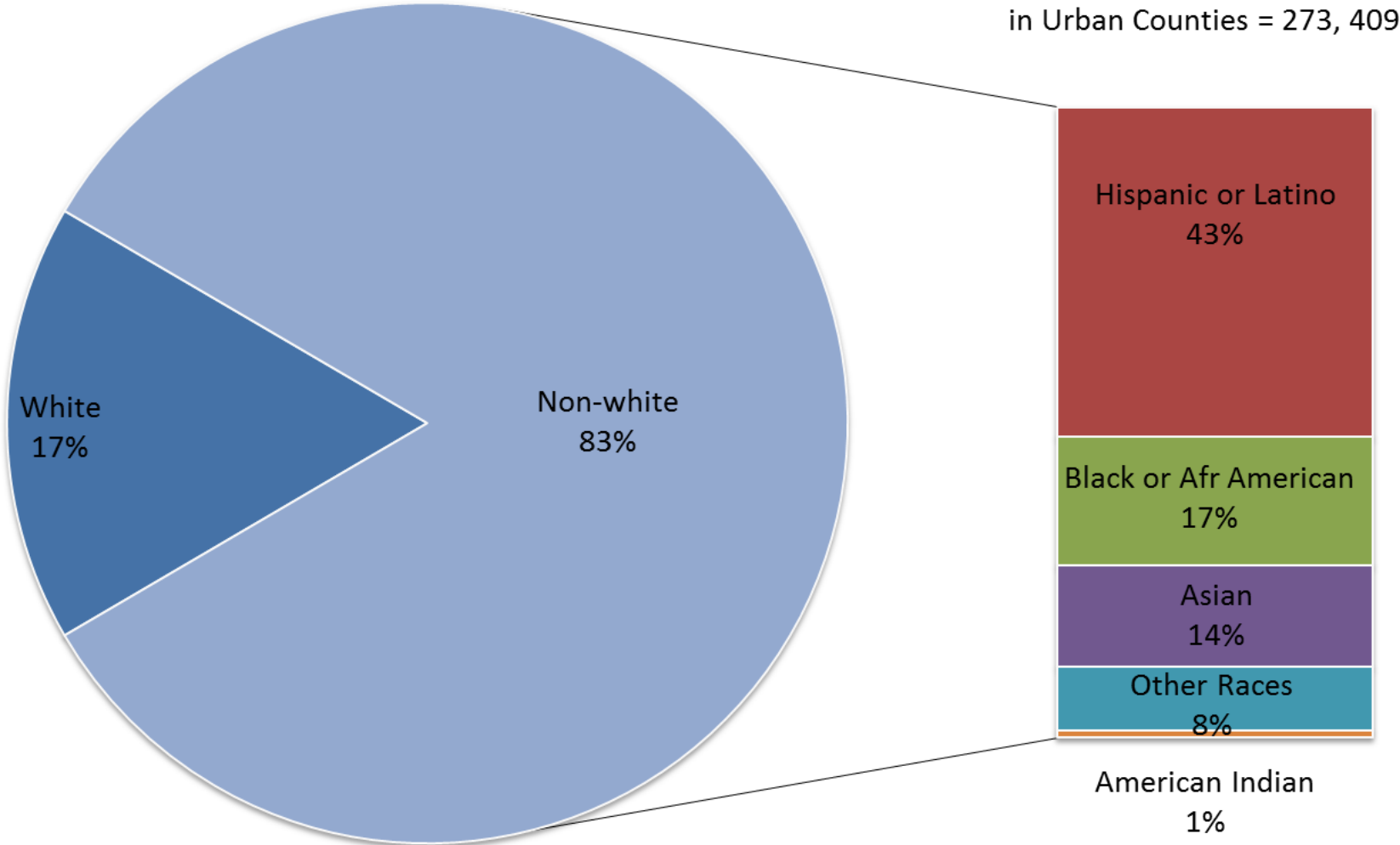


Growth of Selected Race/Ethnic Populations, 2000 to 2010

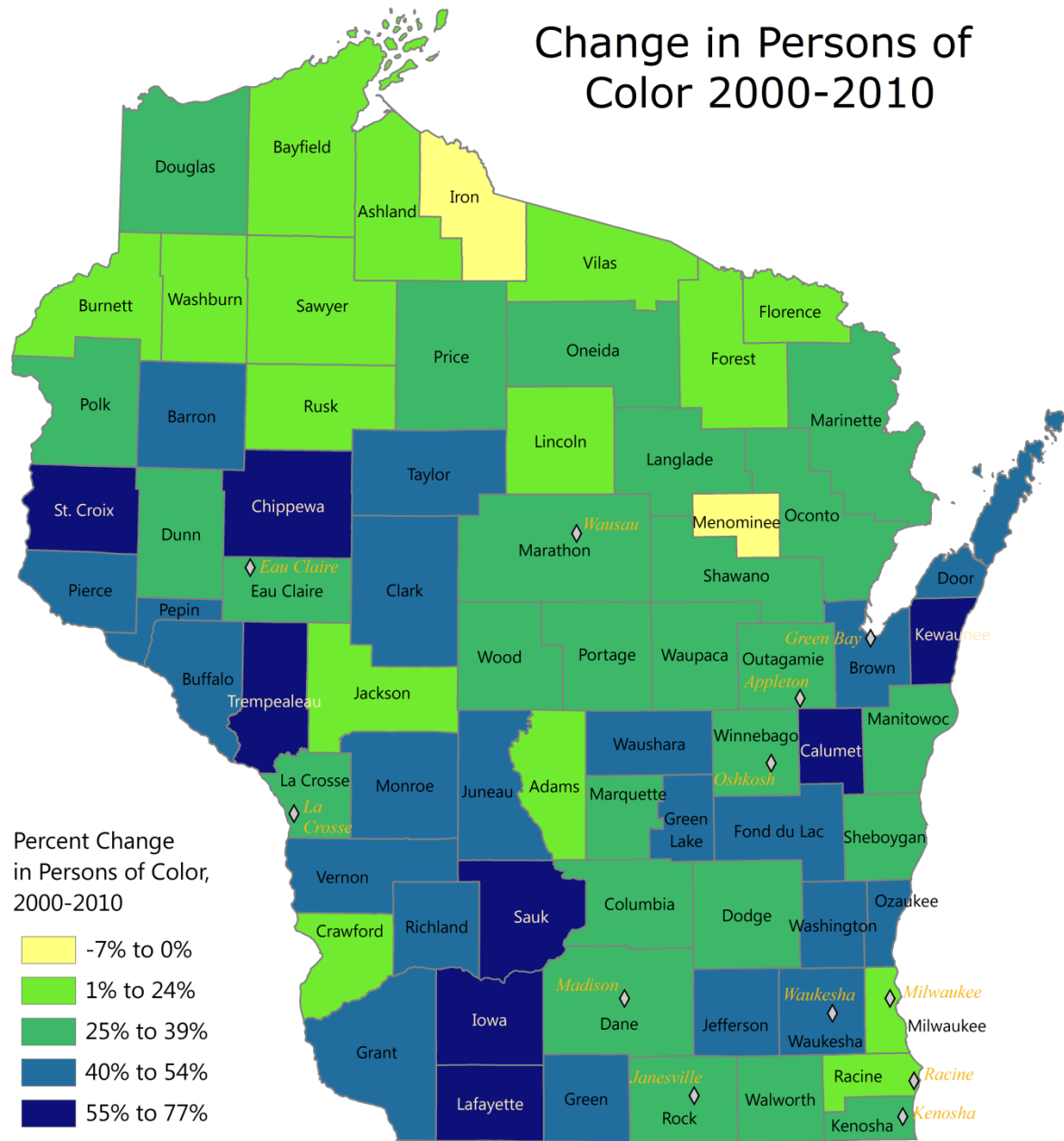
Wisconsin



Share of Total Population Change in Urban Counties, 2000 to 2010



Change in Persons of Color 2000-2010



Data source: Census 2000 and 2010 Redistricting Data

Applied Population Laboratory
UW-Madison
Department of Community & Environmental Sociology

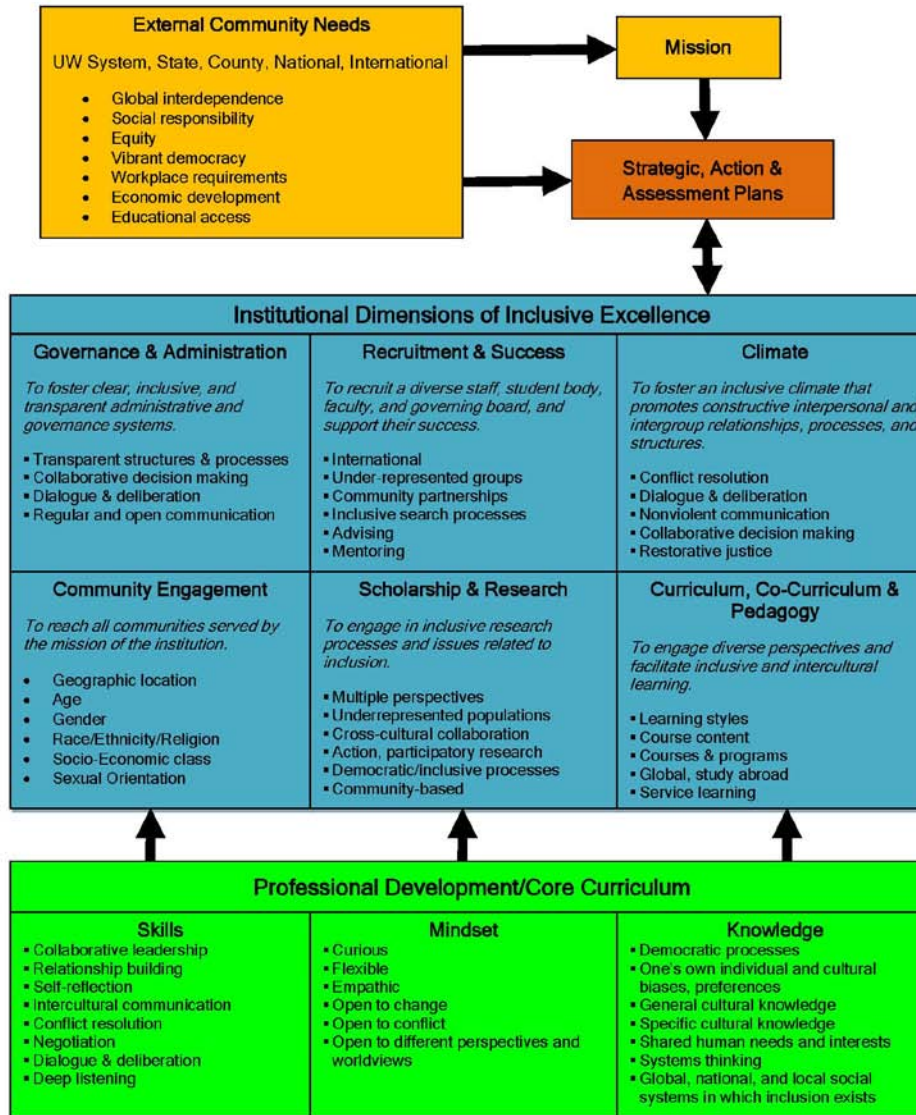


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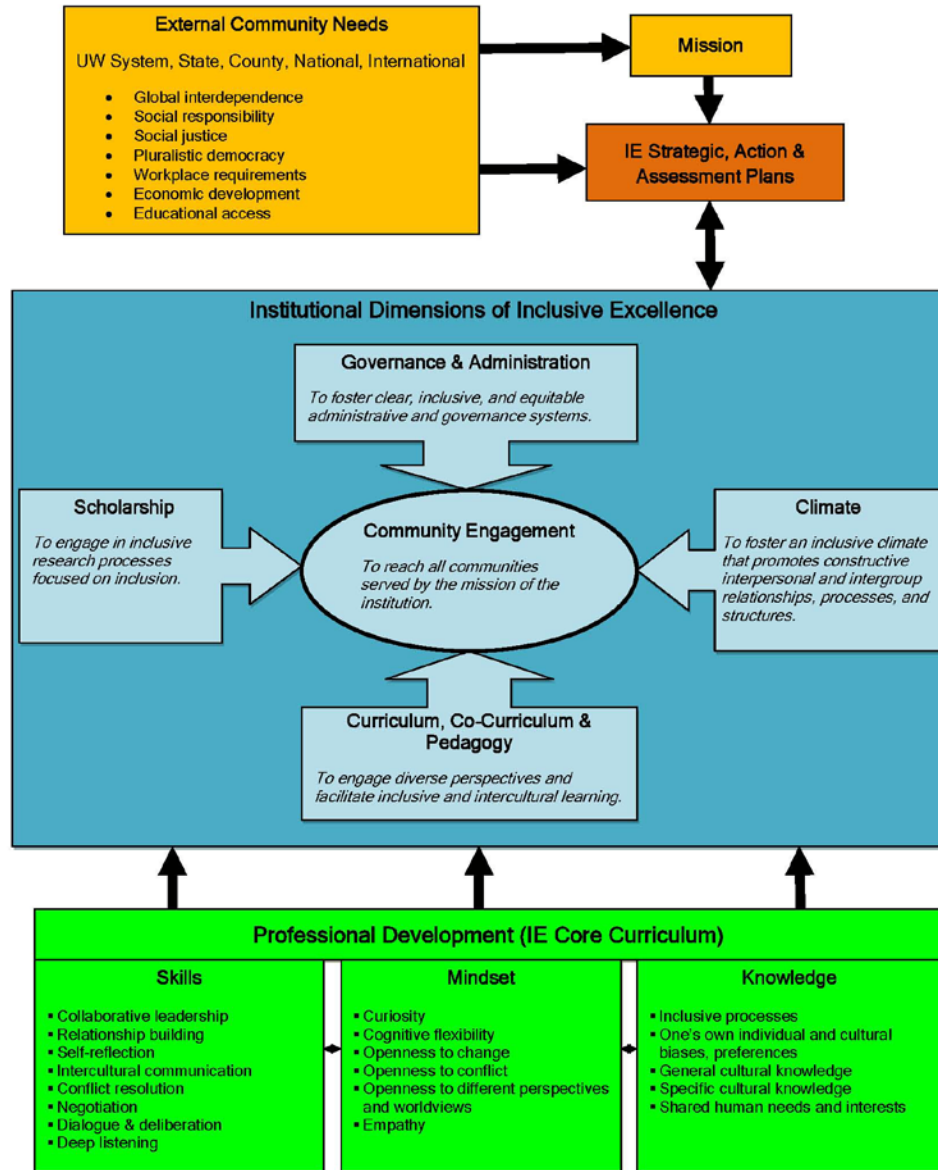
Inclusive Excellence

- Intentionally integrate inclusion efforts into all parts of our institution
- Position inclusive perspectives and approaches at the core of all institutional functioning
- Inclusive organizations are resilient and sustainable
- They attract diverse employees who want to be recognized, understood and appreciated for the valuable differences they offer



*Framework developed by Stephan H. Gilchrist based on the work of the American Council on Education, American Association of Colleges and Universities, Janet Bennett, Milton Bennett, and Sue Rankin.

DRAFT Conceptual Framework for Inclusive Excellence (7/21/10)



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Leadership is Personal

- Emotional intelligence creates trust and engagement
- Recognizing, understanding, and appreciating differences

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Multicultural Awareness

- Surface and understand diversity and inclusion issues
- Introduce common language and concepts
- Stimulate personal and organizational change

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Multicultural Awareness

- Train-the-trainer program
- 2-day workshops, offered five times a year
- 500 Cooperative Extension colleagues have participated
- Important to engage white males in awareness work and include them in organizational change around inclusion

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Purpose, Vision and Values

- Vision of what we want to become—“A thriving, well-known and sought-out educational resource that reflects the rich diversity of the state.”
- Inclusiveness Value—“We recognize, appreciate and honor the differences, similarities and contributions of all people and communities. We are intentional in our efforts to ensure equity, justice and fairness. We embrace new ideas and approaches in our work.”

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Logic Model for Inclusive Excellence

- Sections on leadership and organizational culture, staffing, programming
- Identify indicators and benchmark
- Evaluation will be required on all initiatives

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Investments and Strategies

- This year, the Office of the Dean and Director will invest over \$291,000
- Over the past 10 years, the Office of the Dean and Director has invested more than \$3M

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Affinity Groups

- Represent three cultural groups of colleagues in Cooperative Extension—African American, Hmong and Latino
- Built on the principles of recognizing, understanding and appreciating differences
- Encourage retention of colleagues from various cultural groups
- Affirmation, fellowship, networking, and empowerment
- Provide a safe environment for all colleagues to identify salient issues and common concerns through dialogue. Everyone is welcome.
- Majority colleagues learn to be allies.

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Affirmative Action, Equal Opportunity, Civil Rights

- **The foundation of our Inclusive Excellence effort**
- **Our responsibilities as a federally funded institution**

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Recruiting, Hiring and Retaining a Diverse Workforce

- Recruitment of diverse employees a priority and everyone's job
- Retention efforts are extremely important
- Understand the art of employee recognition
- Offer colleagues of color the same kind of special opportunities that white men and women have always been offered

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- Demographics as a driving force in our work
- Strategies that are comprehensive, touching all parts of the organization
- Leadership must model the way, self-awareness and valuing differences are key
- Inclusion is necessary to attract and retain a diverse workforce