

College of Agriculture Diversity Report

The College of Agriculture has been involved in civil rights and diversity efforts for many years. These efforts include the Extension Civil Rights/Diversification Committee, which began in 1993 and the Diversity Task Force, which completed its work in 2003. The results of this task Force culminated with a 85 page report with over 100 recommendations available on the College's website at <http://www.ca.uky.edu>. My many the accomplishments this past year build on specific recommendations from this Task Force. Since Fall 2010, The College of Agriculture has been involved in the following activities;

- The College of Agriculture continued to provide financial support and resources estimated at over 10,000 dollars for the undergraduate chapter of Minorities in Agriculture, Natural Resources, and Related Sciences to attend The MANRRS Regional Conference in Columbus Ohio and National Conference in Overland Park, Kansas.
- MANNRS (Minorities in Agriculture, Natural Resources and Related Sciences) program have worked with Dr. Terry Conners to educate youth and their parents about everyday importance of wood and forestry during Arbor Day programs at the UK Arboretum, the State Botanical Garden of Kentucky.
- The COA continued to an active Participant in the Lyman T. Johnson Banquet and continues to match 7 Lyman T. Johnson Fellowships for diverse students in the areas of Family Studies, Plant & Soils, Agricultural Economics, and Vet Science.
- Provided a series of workshops for UK College of Agriculture Extension Professionals on ways to recruit and retain diverse county extension councils.
- Participated in programs aimed at educating minority youth on College of Agriculture career choices during Come See For Yourself Events and YMCA Black Achievers.
- Worked closely with the Cooperative Extension personnel office in identifying and rewarding extension county agents that have shown outstanding commitment to diversity through projects and programs.
- Our Animal and Food Sciences Department have recruited 8 African American students to attend the 2010 U.S. Poultry and Egg Association's College Student Career Program in Atlanta, Georgia.
- Worked closely with personnel in the Office of the Associate Dean for Academic Programs in the recruitment of undergraduate minority students.
- Worked with the Associate Dean for Research and Directors of Graduate studies to identify minority graduate students.
- Worked with the Associate Director of the Ag Experiment Station for Legal Affairs and the Associate Vice President for Employment Equity on issues related to programming and personnel.
- Continued networking with Administrations, Faculty, and Extension Personnel from North Carolina A&T University to identify summer interns and full time employees.
- UK College of Agriculture held its first Cooperative Extension Diversity network retreat to address the unique needs of minority extension professionals. The retreat was well attended by professionals by UK and Kentucky State University.
- UK College of Agriculture, Office of Diversity provided leadership in a series of discussions with administrators, faculty, and students regarding campus climate surveys.
- The Forestry department has diversity in the graduate program enrollment, a male and a female from Nepal and a female, Hispanic student.
- Dr. John Cox is working with Master's student, Alex Betancourt, who has expressed interest in working on diversity issues. Dr. Cox and Ms. Betancourt are in the early development phases of examining minority student enrollment in the natural resources field.
- For the last 5 years, students from Alabama A&M University, a historically Black university, have joined our Forestry department juniors for one week of the forestry summer camp. Each year around 12-20 Alabama A&M University undergraduate students participate in this program.
- In December 2010, the forestry department hired an Academic Coordinator to help take a proactive approach to recruiting new students and increasing the diversity of students in our program. Since December, the Academic Coordinator has been preparing recruiting materials and has begun working with high school teachers and others to promote the forestry program to prospective students.
- Since 2007, the Forestry Department has been working with Southern forestry schools on increasing the number, quality, and diversity of undergraduates enrolled in forestry and related disciplines. As a follow-up to this work, in February 2011, Dr. Terrell Baker (Chair) and Dr. Laura Lhotka (Academic Coordinator)

collaborated with colleagues from The University of Tennessee, North Carolina State University, and Stephen F. Austin State University to submit a USDA Higher Education Challenge Grant proposal for \$565,330. The proposal addressed issues related increasing the number, quality, and diversity of undergraduate students enrolled in forestry and related disciplines.

- Forestry Department Chair and Academic Coordinator will reach out this fall to several institutions to recruit minority undergraduate and graduate students. For example, our department has a 2 plus 2 relationship with Kentucky State University that has been underutilized during recent years – we plan to work with faculty and administration at that institution to identify reasons for this lag and possible fixes. Other minority colleges and universities in the region will also be contacted.
- Efforts were made to increase the diversity of the faculty with our recent faculty hire. In July 2011, Dr. Marco Contreras began work in the department as Assistant Professor of Forest Management. Dr. Contreras is from Chile and spent the last several years in Montana. Dr. Contreras brings a diverse perspective of forestry to our department. Forestry Department Chair, Dr. Terrell Baker, has had discussions with Dr. Contreras about implementing an exchange program for students from Chile and other countries in the region. Dr. Contreras' contacts may provide a valuable opportunity to attract students to our department for all or part of their undergraduate forestry careers.
- The Agricultural Economic Department housed the College's Office of Diversity.
- The Agricultural Economic Department provided a meeting location and services (e.g., copying) for the MANRRS Chapter.
- The Agricultural Economic Department employed two minority work-study students during the academic year.
- The Agricultural Economic Department admitted two minority students (Ron Childress and Chaquenta Smith) to its graduate programs, and provided Lyman T. Johnson matching funds for these students.
- Agricultural Economic Department faculty members are principal investigators on an extensive Beginning Farmer Program funded by USDA that includes extension programming for diverse refugees and collaboration with Kentucky State University.
- The Agricultural Economic Department renewed the adjunct faculty status of two faculty at Kentucky State University, with whom the department collaborates on research and advising of student projects.
- The Agricultural Economic Department Director of Undergraduate Studies advised several new diverse students who were drawn to the major by word-of-mouth.
- The Family Sciences Department has made a strong commitment to diversity. The following statement associated with diversity was included in the recent strategic plan): The Family Studies Department faculty enthusiastically endorses the University of Kentucky goals and objectives to promote diversity and inclusion. We agree that diversity is one of the strengths of American society and are keenly aware that participation in diverse families, workplaces, schools, and communities is the norm and not the exception. With an applied focus on families, the Family Studies Department will prepare students for meaningful and responsible engagement within and across diverse communities. We share the University of Kentucky goal to help students attain a deeper understanding of and commitment to authentic democratic values and social justice, embrace a greater commitment to service and leadership for the common good, exhibit greater cultural knowledge and competence, play a personal role in Kentucky's success in the global economy. We accept the responsibility to embrace and nurture diversity as a core value with the result that the goal of diversity is inherent in all of the Department's strategic goals. Faculty members in the Family Studies Department have made a commitment to completing scholarship and delivering outreach programs associated with understanding the needs of families that are underserved or marginalized. The Family Studies curriculum infuses themes of diversity throughout all courses.

- In addition to infusing diversity in our curriculum, The Family Science Department is completing research associated with diversity in families, and recruiting a diverse student population, we have provided tangible financial support to graduate students. We successfully obtained Lyman T. Johnson awards for six students.
- March 2011 – 30 students from family sciences, hospitality management & tourism, and merchandising, apparel and textiles traveled to Paris, France for a study abroad experience designed explore the cultural differences relative to their area of study. (Details at <http://www.ca.uky.edu/HES/index.php?p=797>).
- May 2011 – 3 students and 2 faculty members traveled to Ghana for a 2-week study tour that provided an international academic experience and service-learning opportunity. Participants explored the history and culture of Ghana while visiting a number of key sites and villages.
- January 2011 – a delegation including 1 faculty member from Nutrition & Food Science and spouse, 1 graduate student, a Ky Extension Homemaker Association Leader, and 1 Ag faculty member traveled to Ghana for a research and service trip. The delegation spent two weeks working to finalize plans for a feeding program at the Kentucky Academy, a kindergarten in the village of Adjeikrom. (Read more about the long-range plans at <http://www.ca.uky.edu/hes/index.php?p=779>)
- The School of Human Environmental Sciences provided support for the observance of Africa Week April 4-8, 2011. Sponsorship provided through HES supported the performance by the Louisville River City Drum Corps on April 6th. The Department of Plant and Soil Sciences prepared for the USDA Civil Rights Review originally scheduled for April. Comments on diversity were included in our graduate student orientation program and the fall semester departmental faculty meeting.
- The Tracey Farmer Center is currently helping many groups across campus put on conferences, workshops and other events in addition to putting on their own. These events include the 2011 Diversity Summit and the Kentucky Girls STEM Collaborative.
- The Tracey Farmer Center is also working with First Baptist Church, Bracktown on an enhancement program for the Black Male Working program. The Tracey Farmer Center has formed partnerships with the United Way of the Bluegrass and the Living Arts and Science Center.
- The Tracey Farmer Center has played a role in the awareness of Agriculture and Science in taking the Black Male Working group to Robinson Forest.
- The Tracey Farmer Center has played a key role in the BMW Garden Groundbreaking Ceremony, and is currently in the developmental stages of working with the groups in Fayette County to create a Latino Males Working group.
- By the nature of being a garden, the Arboretum, continues to serve a very diverse population.
- Hosted four Borlaug International Science Scholars from West Africa (three from Senegal; one from Niger)
- Funded (through external grants) trips by three UK faculty members to Africa to collaborate on research with former Borlaug Scholars. The trips were by Glen Aiken (Ghana); Mark Williams (Ghana); and Tim Woods (Kenya)
- Conducted a series of Diversity Workshops as part of Core Training for all new Cooperative Extension Service employees (Agents).
- Leaders from the UK Cooperative Extension Services continue in its planning and conducting of an annual Tri- State Extension Diversity Conference incorporation with Purdue University of Indiana and The Ohio State University.
- In Cooperative Extension Service, for the first time the number of Extension Agents who are minorities reached 5%. For FY11, 12.5% of the total agents hired were minorities. In addition, after a national search, an African American was hired as Director of the Program and Staff Development.
- In Cooperative Extension Service; Fleming, Bracken, Robertson, Mason, and Lewis conducted a five-county Farm School for Women was planned to give women a chance to increase their knowledge of agricultural practices.
- Cooperative Extension Service conducted a “Nurturing Behind Bars Program” which was a 13-week class to help fathers in a minimum security facility learn to positively interact with their children.
- Provided program leadership and financial support in the amount of over \$40,000 dollars for UK College of Agriculture Minority Summer Intern Program.
- Russell County Extension SNAP-Ed Assistant, Margie Martinez; Small Farm Assistant Wanda Miick (KSU); EFNEP Assistant Julie Beckmann; and Agents Pam York (FCS); and Raymond Thompson (ANR), continued their Community Garden for limited resource families in a new more visible and convenient location.

- Steve Osborne, Allen County Extension Agent for ANR, formed a new partnership with the local Mennonite community to help them gain ability to retain existing markets and acquire new markets for their produce. Instruction was provided to the community including pesticide training, agricultural practices needed so they could meet requirements of a Third Party Audit (to be conducted the coming year), value added products, and marketing opportunities.
- Carlisle, Ballard, Fulton, and Hickman with agents Sara Bogle (FCS), Carla Harper (ANR), Debbie Temple (FCS), Cam Kenimer (ANR), Amy Tyler (FCS), Melissa Goodman (FCS), and Darian Irvan (ANR) conducted the Annual Four River Counties Women in Agriculture Seminar to give women in agriculture educational and networking opportunities that help them realize they have a valuable role in making agriculture related decisions.
- Bonnie Sigmon, Laurel County Extension Agent for Horticulture, planned and installed a “square foot garden” for use by residents of a low-income housing complex. Along with the garden materials, the participants received vouchers to purchase vegetable plants at the local farmers market. Mini-workshops were conducted on a weekly basis to address issues or concerns the participants had about their garden.
- Edith Lovett, Pulaski County Extension Agent for FCS and Program Assistant Brenda Williamson led the Literacy, Eating, and Activity for Primary (LEAP) Program was taught to 475 students in Oak Hill Elementary School which has an 8% Hispanic population. Nutrition, food safety and manners were included in the monthly lessons.
- Lee Ann McCuiston, Todd County Extension Agent for 4-H Youth Development, partnered with local agencies to provide a two-day fine arts camp that enabled youth to better understand a more diverse culture through music, art and dance and to explore their own talents in this area.
- Menifee County Cooperative Extension Service partnered with the Frenchburg Job Corps Civilian Conservation Center to offer horticulture to classes to more than 75 inner city students who were currently enrolled in the Frenchburg Job Corps.
- The Interracial Men’s and Women’s group of McCracken County along with the Cooperative Extension Service formed a diversity program known as Calling All Colors to come together to share their cultures with one another in a barrier free environment.
- Hart and Barren County Cooperative Extension Services partnered with community groups to plan the seventh annual Hispanic/Latino Health Fair.
- Cora Hughes, Muhlenberg County Extension Agent for Fine Arts developed the county’s first Arts Council, with over 30 members, from every area of Muhlenberg County. High school students, senior citizens, and African Americans serve on the council.