

## **Cooperative Extension Service Diversity, Equity, and Inclusion Measurable Core Competencies**

Competencies are the skills, knowledge, abilities, and behaviors that describe the standard to which a competent person is expected to perform. This tool addresses seven primary competencies associated with Diversity, Equity, and Inclusion (*each competency below is hyperlinked*):

- [Understanding Implicit Bias](#)
- [Microaggression Development and Understanding](#)
- [Cultural Competency](#)
- [Promotion of Civility](#)
- [Social Justice Development](#)
- [Organizational Learning](#)
- [Youth Development](#)

Retrieved from: <https://dei.extension.org/dei-competency-areas/>

### **Leads and supports efforts to advance a diverse, equitable, and inclusive community and workplace consistent with Extension's core values.**

- Communicate among educators, support staff, and Extension clientele the importance of diversity, equity, and inclusion
- Utilizes the County's Affirmative Action Plan and Report to recognize, highlight, and celebrate individual and team accomplishments related to diversity, equity, and inclusion.
- Provide opportunities to learn and practice leadership skills that includes a focus on diversity, equity, and inclusion.
- Prioritizes annual professional development related to issues of diversity, equity, and inclusion to improve and inform supervisory skills and competencies
- Open to understanding, historical and current barriers that impact constituents and colleagues lives at the personal, interpersonal, institutional, and cultural levels.
- Develops a culture of openness and curiosity to lead staff and faculty in conversations on the impact of social identity characteristics including, but not limited to: race, color, national origin, ethnic origin, religion, creed, age, physical or mental disability, veteran status, uniformed service, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, social or economic status, or whether the person is a smoker or nonsmoker, as long as the person complies with University policy concerning smoking.
- Assists staff in developing or adapting program procedures, processes, content and

outcomes with intentional considerations given to differences across race, color, national origin, ethnic origin, religion, creed, age, physical or mental disability, veteran status, uniformed service, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, social or economic status, or whether the person is a smoker or nonsmoker.

- Sets a standard of operation that faculty and staff should serve all clientele, ensuring that all youth and adults have an equal opportunity to participate in Extension programs regardless of, but not limited to: race, color, national origin, ethnic origin, religion, creed, age, physical or mental disability, veteran status, uniformed service, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, social or economic status, or whether the person is a smoker or nonsmoker.

**Builds awareness (of self and others across differences) and prioritizes diverse relationships, networks and collaborations to build and include all of Kentucky's population across program planning, delivery, and evaluation. Consistently upholds the highest standards of equity and inclusion in programs.**

- Cultivates an ongoing understanding of diversity such as and not limited to: race, color, national origin, ethnic origin, religion, creed, age, physical or mental disability, veteran status, uniformed service, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, social or economic status, or whether the person is a smoker or nonsmoker.
- Regularly incorporates All Reasonable Efforts (ARE) to identify and involve individuals and groups from underrepresented/underserved audiences
- Develop and implement educational curricula, teaching, and scholarship programs that identify and nurture diverse relationships, networks, and potential partnerships in service area.
- Establish accountability, effectiveness, and collaboration through diverse partnerships that create innovative and intentional programming, protocols and procedures centered on equity and inclusion.