

KENTUCKY COOPERATIVE EXTENSION 2020 DIVERSITY AWARD

University of Kentucky & Kentucky State University

The Diversity award recognizes special efforts to target groups of people not previously served by Extension. This award supports programs that go beyond Affirmative Action efforts to develop a culture and environment in which diversity is valued and pluralism is achieved.

Purpose: To recognize Kentucky Extension employees who are making strides to understand, reach, and include diverse and underrepresented audiences and promote pluralism in Extension.

Diversity: Differences among people with respect to age, race, gender, physical ability, and other human differences.

Pluralism: An organizational culture that incorporates mutual respect, acceptance, teamwork and productivity among people who are diverse.

Underrepresented

Audiences: Individuals and groups not currently served by Extension or who have minimal involvement with Extension programs, activities, advisory committees, and volunteer groups.

Examples of efforts to address diverse and underrepresented audiences have included:

Ethnicity: the formation of Latino Homemaker Clubs.

Disabilities: a 4-H program in a facility that provides special care to youth with long term mental disorders.

Race: a special outreach program that reaches women and minority farm families.

Socio-Economic Levels: a community gardening program that targeted housing project residents.

Age: a program targeting senior citizens who had not previously been reached by Extension.

Nomination Process: Nominees may be any Kentucky Extension employee (Kentucky State University or University of Kentucky). Nominations can include multiple diversity efforts as long as they occurred in the specified time period. Nominations will be accepted in two categories, (1) individual, (2) team. One award will be given in each category. Nominations must be made by an employee of Kentucky Extension (self-nomination encouraged). Award recipients will be recognized at the State Extension Council meeting in the spring.

Selection Process: The nominations will be judged by a committee appointed by the Director of Diversity in the UK College of Agriculture, Food and Environment and the 1890 Administrator at KSU, which will include both Extension and non-Extension members. The committee will review nominations and recommend the award winners to the Administrator and the College Director for Diversity.

Award Presentation: The winners will receive a plaque and a program award of \$500.00 (individual) and \$1,000.00 (team) for use in their county/department to continue diversity efforts.

Guidelines for Nominations: Nominations will be evaluated for outstanding accomplishments in achieving and sustaining diversity and pluralism in Kentucky Extension. Nominations are for accomplishments from October 1, 2019 through September 30, 2020. *The program nominated could have started before October 1, 2019, but it must have also been ongoing during the period October 1, 2019 - September 30, 2020.* Nominations will be accepted electronically November 4, 2020-January 8, 2021. **Other forms of supporting materials**, such as video tapes, newspaper clippings, or publications, **will not be accepted or considered in the review process.**

Nomination Format: In addition to describing the program the nomination must address the following:

- Define the group that was targeted and explain how this was a new audience for Extension. Why were special efforts needed to reach this audience?
- What obstacles had to be overcome to accomplish this program?
- How did this effort add to the appreciation/understanding of diversity?
- What was the impact?
- How will the audience be involved in ongoing or future Extension programs?

Due Date: The deadline for receipt of nominations is **January 8, 2021**. Nominations will be submitted via qualtrics. If you have any questions, please do not hesitate to contact Mia Farrell, Assistant Dean for Diversity, UK College of Agriculture, Food and Environment, Office of Diversity, antomia.farrell@uky.edu Call 859-218-4800 for more information.