

College of Agriculture Diversity Report
March 2004 - 2005

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 an 85 page report with over 100 recommendations available on the College's website at <http://www.ca.uky.edu>. Many of the accomplishments this past year build on specific recommendations from this Task Force. Since March 2004, the College of Agriculture has supported and enhanced diversity efforts through the following activities:

- Established an office of Diversity.
- Hired “Assistant Dean for Diversity.” That position reports directly to the Dean of the College and has been given an operating budget.
- Hired an extension associate for recruitment and retention.
- Employed a graduate work study student to assist in recruitment and retention.
- Established a College wide Diversity Advisory Committee that reports directly to Assistant Dean for Diversity. This committee is charged with developing an action plan for the college. The committee has met twice since January and is well on its way to fulfilling its charge.
- Hired minority personnel including female extension agents, African American extension agents, and an African American Faculty member for Community Leadership and Development.
- Supported participation of faculty, extension personnel, and students in Diversity workshops and conferences, such as the 2005 Louisiana State University Diversity Conference, and the Annual Change Agents States Diversity Conference.
- Established an Extension Career ladder to assist in attracting and retaining minority and non minority Extension Agents.
- Provided funding for Whitney Scholars to attend a Natural Resources Camp at Robinson Forest in conjunction with Multicultural Affairs.
Provided financial support for University of Kentucky’s Annual Diversity Festival.
- Participated in the Governor’s Diversity Day Program in Frankfort, Kentucky. This event educates over 3000 youth throughout Kentucky on Career fields and the importance of Diversity.
- Provided financial support to Learning Service Center for Project C.S.I., which is a program on Co-oping, Shadowing, and Interning, geared toward promoting real world experiences for multicultural sophomores and juniors at the University of Kentucky.
- Participated in and provided financial support to Lyman T. Johnson Banquet. Also, purchased tables for undergraduate and graduate students to attend the banquet in October of 2004 and offered an outstanding minority alumni and student award for the College of Agriculture.

- Participated in both planning and funding, in the amount of 5000 dollars for Math, Science, and Natural Resource camp for the Lincoln Foundation, an organization that provides resources for socioeconomic and disadvantaged youth.
- Established an extension quick response team to explore effective ways to work with Hispanic audiences.
- Provided workshops for extension professionals on ways to recruit and retain diverse county extension councils.
- Visited selected high schools to promote diversity in Agriculture. Schools visited include: Louisville Central High School, Shelby County High School Nelson County High School, and Hopkinsville High School.

In addition to the above activities, the College of Agriculture continues its support and involvement in the following:

- Working through the diversity advisory committee to develop and implement training and conferences such as the Extension Diversity Conference that emphasize the value of diversity.
- Participating in programs aimed at educating minority youth on College of Agriculture career choices.
- Providing program leadership and financial support in the amount of over \$40,000 dollars for 12 minorities to participate in the summer extension intern program. Students from Fort Valley State, Alabama A&M University in addition to, in-state college students participated in the program.
- Providing financial support, estimated at \$15,000 dollars for the undergraduate chapter of Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) to attend the National Conference in Des Moines, Iowa in 2004 and Pittsburgh, Pennsylvania in 2005. The conference presents students networking opportunities with top agriculture research firms, and an opportunity to speak with other schools about advanced degrees in their fields.
- Working closely with the cooperative extension personnel office in identifying and rewarding extension county agents that have shown outstanding commitment of diversity through projects and programs. This year had the highest number of entrees (12).
- Working closely with personnel in the Office of the Associate Dean for academic programs in the recruitment of undergraduate minority students.
- Working with the associate dean for research and directors of graduate studies to identify minority graduate students. Recently have three graduate students in Agricultural Economics that have applied for graduate school.
- Working 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 Administrators and Extension Specialists from 1890 land grant institutions to recruit minority graduate students, faculty and Extension Personnel. Recent recruiting trips to Kentucky State University and Arkansas at Pine Bluff resulted in several resumes received, one extension job offered, and two graduate students that applied. Also participated in career fairs at Morehead

State University, Eastern Kentucky University, Berea College and University of Kentucky.

- Continued to utilize the Diversity Network to address the unique needs of minority extension professionals.

Kentucky AgrAbility is a partnership between federal, state and private groups that helps disabled farmers. The College of Agriculture is a partner in this venture. The following KY AgrAbility activities were reported for 2004:

- HCED-TV and the Jr. Council on Diversity Presented Diversity Makes the Difference; Video 2 We Think and Act Differently. This is produced by the Hardin County School System and used in the classroom. Made 160 direct assistance contacts; produced "Those Of Us Disabled"; produced "Harvest of Ideas"; This was a case study of 18 farmers AgrAbility worked with Kentucky Grow and developed a statewide program for disabled gardeners; and conducted 5 workshops at 3 different sites with approximately 200 participants.