

Extension Diversity and Pluralism 1987-2006
History of Accomplishments

- 1987 ECOP created SED under PODC chaired by Michael Brazzel, USDA-ES and Curtis Gear, University of Wisconsin.
- 1990 SED appointed a strategic planning committee to develop Pathways to Diversity, a draft of Pathways was presented at National Train-the-Trainer in Denver, Colorado, approximately 250 attended the conference and critiqued Pathways.
- 1991 *Pathways to Diversity* was published and distributed in October, 1991. SED established the first national award and it is presented at the NASULGC annual meeting.
- 1992 First national center was created in partnership with Kentucky State University, University of Wisconsin, and USDA-ES, Harold Benson, Patrick Boyle, and Myron Johnsrud, with Joanne Bankston as director.
- 1993 ECOP and ES-USDA sponsored the second national train-the-trainer conference in Albuquerque, NM.
- 1994 Toured Window Rock and visited extension agents working with the Navaho Nation, Gallup, New Mexico.
- 1995 *Framing the Future: Strategic Framework for a System of Partnership* published.
- 1995 Met jointly with PODC for first time New Orleans.
- 1996 Visit Cornell University migrant camps and hosted a panel of farm workers.
- 1997 Visited North Carolina A&T University, African American, Small Farm Week, Raleigh, North Carolina. Visited University of the District of Columbia, urban programs, Washington, D.C.
- 1998 SED introduced *Managing a Diverse Workforce in Cooperative Extension Service*; and *Benefits of Diversity in the Cooperative Extension System* and presented at the Extension Directors and Administrators Meeting in Corpus Christi, TX and Asheville, North Carolina.
- 1999 Presentations were made to the Family and Consumer Science Annual Session in Greensboro, North Carolina; Epsilon Sigma Phi, Indianapolis, Indiana; and the National Extension Leadership Development Program, Hubert Humphrey Center, University of Minnesota.. Visited Hmong Community Center, Milwaukee, Wisconsin.

- 1999 SED spearheaded an effort to create models in the System for how to manage organizational change. The first planning meeting was held in Milwaukee, Wisconsin. The CASD project represents a consortium of eight states working to provide technical assistance for directors and administrators.
- 2000 Presentation PODC Annual Fall Meeting, Williamsburg, VA; Administrative Officers Meeting; and ECOP Joint Meeting, Baltimore, Maryland.
- 2000 First SED-CASD organizational change and valuing differences staff development and training, Atlanta, Georgia.
- 2000 CSREES Diversity Advisory Council was created by Charles W. Laughlin. Catalyst Team created; A. J. Dye Award for Diversity created; Michigan State University Multi-cultural Self Awareness Training; NTL Trainings; web pages, shared faculty, library, budget request, approximately \$100,000. toward national projects, holibration, film series
- 2001 First Dialogue with 1890 Administrators and Change Agent States to explore shared vision and Civil Rights Tour, Montgomery, Alabama.
- 2003 *Pathways to Diversity Reaffirmed* published. National Urban Task Force and SED closed down and recharged at ECOP Meeting.
- 2005 National Diversity Conference, Greensboro, North Carolina, first national conference at a 1890 University.
- 2006 NASULGC proposes name change Commission for Human Resources and Social Change to Commission for Access, Diversity, and Excellence following the publication *Now is the Time, Meeting th Challenge for a Diverse Academy.*
- Future recommendations funding and revenue steams, impact and results-what difference does it make, mass marketing to senior officials, training and development.
- 2007 National Diversity Conference, Seattle, Washington.

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