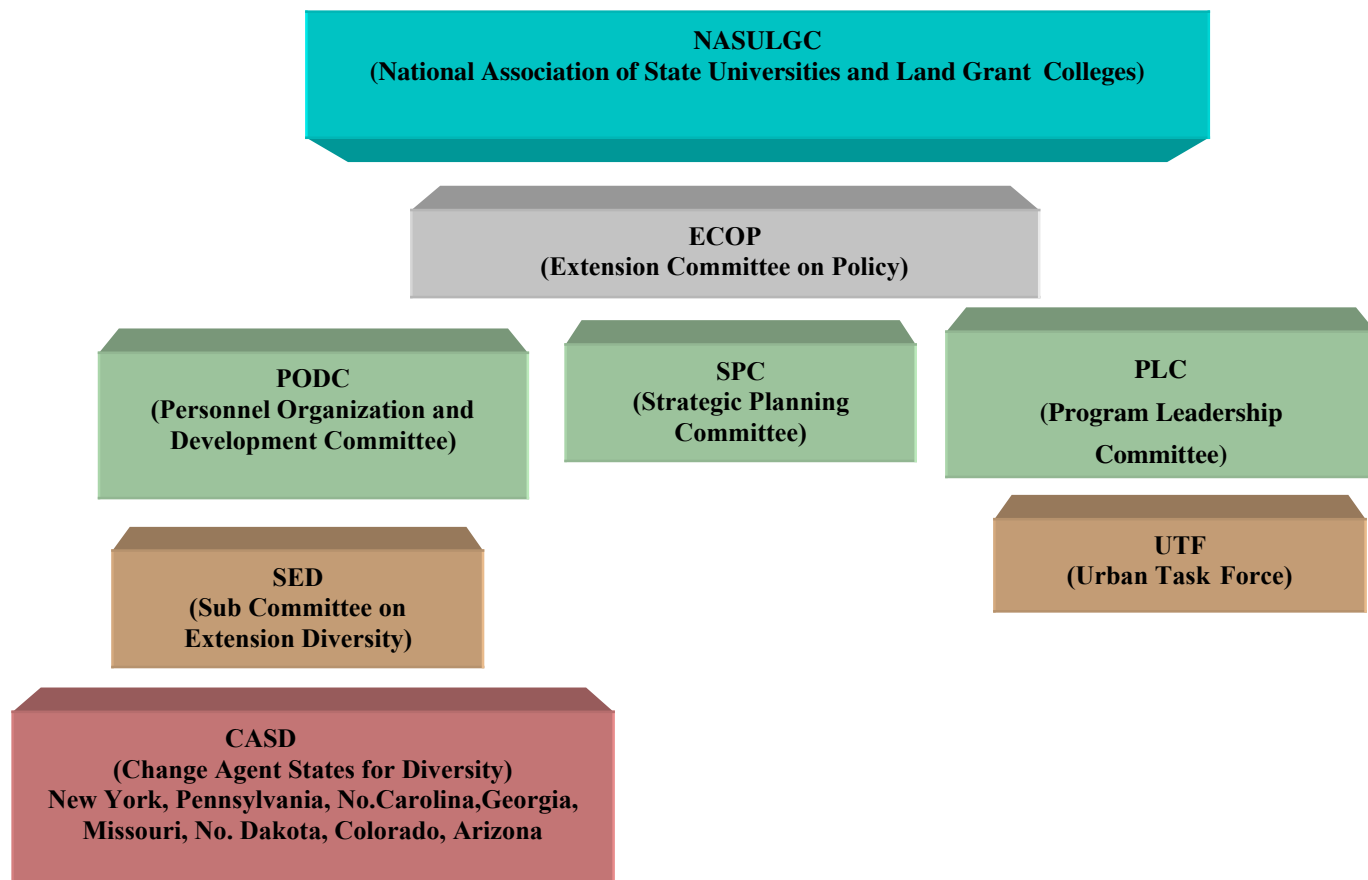


# THE HISTORY OF THE CHANGE AGENT STATES FOR DIVERSITY PROJECT

---

---



---

---

## SED's Creation of CASD Project

- Outcome of Diversity Presentation at the Extension State Directors Meeting, Corpus Christi, Texas, 2/98
- Presented to ECOP at Asheville, NC, 7/98
- Sub-group of SED met in Chicago, IL to structure CASD project, 12/98
- Recognize the importance of organizational change and managing diversity for the system
- Provide state directors with the technical skills to lead the change
- Provide models of best practices within the Land Grant System

### **CASD Project Development:**

- RFP sent out 6/99
- Twenty states apply
- CT, MD, NJ, NY, PA, ID, IN, NB, MI, OH, ND, MO, FL, GA, LA, NC, AZ, CO, NV, Guam
- Applications reviewed and scored
- Eight states selected 8/99
- NY, PA, ND, MO, NC, GA, AZ, CO

### **CASD Commitments Include:**

- Identify a diverse state catalyst team of 7-10 persons with at least 10% of their time dedicated to implementing their state diversity project. State Extension director is a required member.
- Facilitate regular meetings for catalyst team (minimum of two times a year)
- Commit resources in support of the project (travel, phone, materials...)

### **CASD Consortium:**

- First meeting: Milwaukee 9/99
  - Work groups created
  - Timeline established
- Second meeting: Baltimore 5/2000
  - Vision and philosophy statement created
  - Project Manager position established
  - Managing Diversity workshop - Roosevelt Thomas Institute
  - Newsletter and other communication mechanisms designed
- Special Needs grant awarded for Project Manager
  - fiscal agent: Pennsylvania State University
    - 4/2001 - 3/2002 \$119,823
    - 4/2002 - 3/2003 \$108,440
- Special Need Grant Awarded for assessments
  - fiscal agent: Colorado State University
    - 10/2000 \$13,000
- Spring, 2001
  - Profile Assessments in all states completed
- Third meeting: Salt lake City 9/2000
  - Proposal completed by proposal writing work group
  - Managing Diversity workshop - Elsie Cross Associates
  - Collaboration framework established

- Fourth meeting: Montgomery 3/2001
  - Joint meeting with SED members
  - 1890's Panel Presentation
  - State progress reports
  - Project Manager position responsibilities clarified
- Fund For Rural America Award
  - fiscal agent: The University of Arizona
  - 9/2001 - 8/2005 \$300,000
- Fifth Meeting: Las Vegas 2/2002
  - Workshop for Catalyst Team coordinators
  - Meeting with CASD state directors
  - First publication of success stories

#### **Consortium Work Groups:**

- Evaluation
- Assessment
- Communications
- Resource Development
- Collaborations

#### **FRAMEWORK FOR CHANGE**

- Leadership Development
- Catalyst Teams
- Diversity Coordinators
- Assessments

#### **GOALS:**

- To build the capacity of the Land Grant System to function inclusively and effectively in a multicultural World
- To set standards and implement a vision for supporting healthy, thriving, culturally diverse communities through Extension, research and academic programs.

**OBJECTIVES:**

- Establish a national mechanism to support ongoing, sustainable change in the Extension Service and its research and academic partners in the Land Grant system.
- Develop effective state leadership for addressing diversity issues.
- Improve the diversity profile at county and state levels.
- Foster a system that values differences
- Create opportunities for Managing Diversity skill development
- Establish strategic diversity management