

Extension Board Civil Rights Training

Once each calendar year extension board and program development committee members must review the Civil Rights and Diversity Training for Boards video. <https://www.ksre.k-state.edu/boardleadership/board-leadership-modules/civil-rights.html>. In addition, the board should review parity statistics for each program area each year. Parity calculators can be found at https://www.ksre.k-state.edu/employee_resources/dei/civil-rights.html. Use the questions below to facilitate follow-up discussion with board and program development committee members. **Briefly document your board's discussion and place this document in the local unit civil rights file annually.**

What did you learn from the video that was new to you?

Based on the information in the video and a review of the parity calculations for each program area, what things are our local unit doing well around civil rights and inclusivity?

Does the parity calculator indicate certain audiences your local unit needs to do a better job of reaching with extension programming?

Parity statistics focus on race, gender, and ethnicity. However, even in largely homogenous communities, there may be people who are not accessing extension services and programs. Who from your community is missing in extension programming? What are some potential reasons they may not be participating? How can you reduce or eliminate barriers to participation?

What specific action steps will the local unit take to reduce participation barriers and provide more inclusive extension educational programs?

Date of PDC/Board Discussion _____