

Default Report

Better Together – The Power of Inclusion un-conference

November 3, 2021 3:03 PM EDT

Q5 - Your name:

Your name:

Adam Bullock

Jackie Spencer

Peg Engasser

Linda Law

Robert Coville

Brittany Naumann

Kristin Ruggiero

Jude Rose

Susan Ndiaye

Valerie Smith

QID1 - What projects, teams or working groups are you involved in that are currently working on inclusion at CCE? (please separate each entry with a comma- for example Accessibility Team, IOC. etc)

What projects, teams or working groups are you involved in that are current...

SNAP-DEI workgroup and Resource Sheet with Checklist for Nutrition Educators

DEI & Belonging Core Leadership Team

The Inclusive Online Communities Team, and my work team.

PEH-PWT, FERM-PWT, NEAFCS, ESP

PWT for Payment for Ecosystem Services, PWT for Agroforestry

Suffolk County DEI&B, Assorted Fruits statewide DEI workgroup

Diversity, Equity, and Inclusion Discussion Group with CCE Rockland staff

I am not currently on any team - new staff person.

DEI Leadership Team, IOC, CCE Orange Diversity Committee

BLM Mentoring Project, DEI+B of CCE Suffolk, Remaining Whole, Human, and Hopeful, CCE HR Policy Committee, and outside CCE system courses

Q2 - What is one way you are working to increase inclusivity at CCE?

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Providing a checklist for educators to follow to ensure inclusivity throughout the programmatic process

I make a point to speak up during any program planning discussions or search committee related discussions (hiring & board membership) about specific ways of doing things that may be creating exclusivity and offer suggestions for more inclusive practice. I am engaged in the Leadership Development work group of the DEI & Belonging Core Leadership Team.

Always using Alt Text when using images.

Asking people to be part of my programming.

Increasing accessibility and self-identity benchmarking in program development

Creating safe spaces, increasing accessibility and reevaluating hiring processes

Introductions with pronouns at all programs, DEI resources on 4-H Weekly Updates Emails, two DEI-focused sessions for Teen Leadership Program, collaborating with non-profits that serve minority groups and underserved communities to offer programs (sorry - I realize this is more than one!)

maintain an awareness of our inclusivity in our language and educational materials

Changing the Master Gardener Volunteer training model in CCE Orange County to make the training accessible to a more diverse group of people with the goal of creating a more diverse Master Gardener Volunteer Program.

In recruitment, we are reviewing, reminding, and expanding our classification requirements to not just educational degrees but life experience.

Q3 - What is one thing that would help you achieve the goal of creating a more inclusive system for us?

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Increased involvement in Projects

Training for leaders in the system making decisions about hiring and accessibility of program offices & locations. It often feels like newer leaders in the system feel frustrated with processes and standards that have been well established and there is a tendency to look for loop-holes to make CCE run more like a business than a public institution.

CCE stating that the use of inclusive practices in every program is expected, and will be measured in our performance reviews, and that time (in other words, money) will be allocated for it. They could go farther and specify minimum standards for an inclusive program, but we might not be there yet. Recommendations might have to be OK for now.

Networking

Clear guidelines and best practices on inclusion in program development

Sharing resources

Specific action items for educators - concrete suggestions and ideas. As an example, we are finding it difficult to get teens from high poverty schools to join our programs. We reached out through multiple channels, offered financial scholarships, transportation, yet still no applicants. We want to make sure we are serving all communities in our county.

Learning more about what we do already for a start.

Clear directive and concrete support from county level administration that creating a more inclusive system is a priority.

Proving opportunities to engage staff and community through statewide (not just campus-wide) events at no cost to us.

End of Report