

2018 Kentucky Cooperative Extension Diversity Award

Kentucky State University & University of Kentucky

The Diversity award recognizes special efforts to target groups of people not previously served by Extension. This award supports programs that go beyond Affirmative Action efforts to develop a culture and environment in which diversity is valued and pluralism is achieved.

Purpose: To recognize Kentucky Extension employees who are making strides to understand, reach, and include diverse and underrepresented audiences and promote pluralism in Extension.

Diversity: Differences among people with respect to age, race, gender, physical ability, and other human differences.

Pluralism: An organizational culture that incorporates mutual respect, acceptance, teamwork and productivity among people who are diverse.

Underrepresented

Audiences: Individuals and groups not currently served by Extension or who have minimal involvement with Extension programs, activities, advisory committees, and volunteer groups.

Examples of efforts to address diverse and underrepresented audiences have included:

Ethnicity: the formation of Latino Homemaker Clubs.

Disabilities: a 4-H program in a facility that provides special care to youth with long term mental disorders.

Race: a special outreach program that reaches women and minority farm families.

Socio-Economic Levels: a community gardening program that targeted housing project residents.

Age: a program targeting senior citizens who had not previously been reached by Extension.

Nomination Process: Nominees may be any Kentucky Extension employee (Kentucky State University or University of Kentucky). Nominations can include multiple diversity efforts as long as they occurred in the specified time period. Nominations will be accepted in two categories, (1) individual, (2) team. One award will be given in each category. Nominations must be made by an employee of Kentucky Extension (self-nomination encouraged).

Selection Process: The nominations will be judged by a committee appointed by the Assistant Dean for Diversity in the UK College of Agriculture and the 1890 Administrator at KSU and will include both Extension and non-Extension members. The committee will review nominations and recommend the award winners to the Administrator and the College Assistant Dean for Diversity.

Award Presentation: The winners will receive a plaque and a program award of \$500.00 (individual) and \$1,000.00 (team) for use in their county/department to continue diversity efforts.

Guidelines for Nominations: Nominations will be evaluated for outstanding accomplishments in achieving and sustaining diversity and pluralism in Kentucky Extension. Nominations are for accomplishments from October 1, 2017 through September 30, 2018. *The program nominated could have started before October 1, 2017, but it must have also been ongoing during the period October 1, 2017 - September 30, 2018.* Nominations can be submitted via email CAFEDIVERSITY@LSV.UKY.EDU or enter your nomination into qualtrics at [2018 KY Cooperative Extension Diversity Award](#) You only have to submit your nomination once through email or qualtrics. **Other forms of supporting materials**, such as video tapes, newspaper clippings, or publications, **will not be accepted or considered in the review process.**

Nomination Format: In addition to describing the program the nomination must address the following:

- Define the group that was targeted and explain how this was a new audience for Extension. Why were special efforts needed to reach this audience?
- What obstacles had to be overcome to accomplish this program?
- How did this effort add to the appreciation/understanding of diversity?
- What was the impact?
- How will the audience be involved in ongoing or future Extension programs?

Due Date: The deadline for receipt of nominations is **January 11, 2019 at 5:00 EST**. Send nominations as a word attachment via email to: CAFEDIVERSITY@LSV.UKY.EDU or enter your nomination into Qualtrics https://uky.az1.qualtrics.com/jfe/form/SV_9X1c7G2KDNjdzL If you have any questions, please do not hesitate to contact Mia Farrell, Interim Director Office of Diversity, UK College of Agriculture, Food and Environment Antomia.farrell@uky.edu or Call 859-218-4800 for more information. Individual and Team recipients will be recognized at the Kentucky Extension State Council Meeting in the spring.

**KENTUCKY COOPERATIVE EXTENSION
DIVERSITY AWARD
Nomination Form**

1. **Name, Title, Address and Phone Number of Nominee(s):** (Use additional sheets if necessary.)

2. **Type of Recognition:** Individual Team

3. **Nomination is submitted by:** (Name, Title, Address and Phone Number)

4. **Submit a picture of your program.**

5. **Summary paragraph:** (Describe this nomination in 30 words or less.)

6. **Basis for nomination, following the guidelines for nominations:** (Use this cover sheet and up to four additional pages. Please **do not** include videotapes, bound publications, and other support materials with nomination.)