

## **ANR Update – November 2019**

Filled **8 ANR County Agent positions**. Much appreciated by counties are.

### **ANR Updates West and East**

West new format – very well received

East more traditional but very well received

Agent committees planned both

Attendees West – 96; East – 140; Total = 236

### **ANR Plan of Work: Major Programs and Program Indicators – Pam Sigler**

Youth work that is non 4H want a way to report those efforts

### **Having listening sessions again.**

Meet with District 2

Couple of miscommunications with District 3 and 6 but that is my fault. I take full responsibility and we will get those rescheduled.

Have District 7 on Nov. 13 and District 1 on Nov. 20<sup>th</sup>.

**Brett Wolfe** is asking for input

**We have a short 10 minute survey that we would really appreciate you completing.**

Direct user feedback/requests have prompted us to develop:

- High Tunnel Planting Date Calendars
- Horticulture Resource Maps
- Small-scale enterprise budgets
- Improved Price Reports + 3 Year Average Reports
- Smaller-scale Marketing Courses
- much more...

**This survey is for EVERYONE:** Producers, gardeners, extension people, non-profit people, governmental employees, and everyone in-between. So feel free to take it yourself and share it with your clients and colleagues. If you prefer to share on social media, [we have a facebook post available here.](#)

It was sent to all county agents and I would encourage all agents to provide input and share with others

Specialty Crop Production and Marketing Workshop on December 10<sup>th</sup> in Boone Co. It is those interested in commercial produce production.

Northern KY Horse Conference will be this Saturday in Boone Co. It has separate adult and youth tracks

Kentucky Forages YouTube channel added an entire series on Kicking the Hay Habit: Optimizing Profitability. It is an excellent for agents and producers.

## **CEDIK Extension Administration update 11/06/19**

**CEDIK Agent Advisory Council** meeting postponed from December to after first of the year. Melody will email DD's with date and location once it is confirmed.

**CEDIK Leadership trainings for agents:** Next week, CEDIK is co-leading a Community Development 101 training for Extension leaders from across the Southern Region in a two-day workshop in Dallas, Texas. This is coordinated through the Southern Region Development Center.

December 6, 2019, CEDIK will be hosting a 90-minute webinar on "Convening Public Meetings" which will discuss different strategies used to convene public groups and share references and resources agents can use. Register in KERS.

CEDIK will be hosting a 2-day Facilitation workshop in Elizabethtown on March 10 & 11, 2020. For any leadership or Extension agents – Day one will focus on facilitation basics, and day two will offer a more advanced practice workshop. Agents can choose one or both sessions. Register in KERS.

Additional leadership trainings will be announced as they are scheduled and listed in KERS.

**Intercultural Awareness Day with Office of Diversity and Inclusion** – Mercedes Maness, Extension Associate and Melody Nall, Extension Specialist opened the conference on "Working Across Generations in the Workplace" with a fun question and answer session between a Boomer and a Millennial.

**Community Assessment Webinars** – completed and online now for agents to review. CEDIK Staff is formalizing products and trainings on signature programs that will assist agents in their counties. Trainings will be posted in KERS when finalized.

**Poster at KRHA** – Health and Wellness section of Extension Community Assessment presented by Simona Balazs and Melody Nall. Conference in Bowling Green, KY November 14 and 15.

**SAMSHA Grant** – Rural Opioid Technical Assistance grant with FCS and CEDIK has started. Two Extension Associates will be hired to support the Substance Use Disorder Education Specialist and the Arts Program leader. Both positions have closed and lots of great applicants. We plan to have them ready to start beginning of January. The team met and selected a pool of 17 counties that we would like to implement Botvin Life Skills curriculum in a maximum of 10 counties. County agents and school personnel would be trained to present and all materials provided. Jennifer Hunter and Mark Mains will contact District Directors to assist in the decision on counties.

**FCS Strategic Plan** – Alison Davis and Melody Nall continue the process of strategic planning with FCS agents November 20<sup>th</sup> in Lexington.

**College of Agriculture, Food and Environment  
Office of Diversity Report  
November 6, 2019**

- Kendriana Price is the new Inclusion and Diversity Program Coordinator in the CAFE Office of Diversity. Her focus will be on K-12 pipeline programs, co-advising the UK MANRRS chapter, and fiscal coordinator for the office. We are elated to have Kendriana back in the system.
- The Kentucky Extension Diversity Award is now open. Extension staff please apply for the extension award. The individual award is \$500.00 and the team award is \$1,000.00. The nomination deadline is January 10<sup>th</sup>. Please find the document attached.
- Currently working with KY 4-H Youth Development on their inclusion series
- 4<sup>th</sup> Annual Intercultural Awareness Day took place October 22<sup>nd</sup>, Thriving in your multigenerational community. We had over 60 participants in attendance. We plan to continue the healthy conversation in the spring.
- The 8<sup>th</sup> Annual Jr. MANRRS Leadership Institute will take place November 15<sup>th</sup> and 16<sup>th</sup>. As of today, we have 24 youth that have been through the program that are now students at UK. This program is a great recruitment tool. Please contact Mia Farrell if you have any questions.

**Future**

- Coming Together for racial understanding train the trainer will take place in the spring, *Date TBD*
- Kentucky Extension Diversity and Inclusion Network will launch again in the spring. We plan to revitalize the resource group and make it beneficial for extension employees.

**Cooperative Extension Service**

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## MEMORANDUM

TO: All Extension Employees

FROM: Dr. Laura Stephenson  
 Associate Dean for UK Cooperative Extension Service

Dr. Courtney Owens  
 KSU Interim Associate Extension Administrator

DATE: November 4, 2019

RE: Kentucky Cooperative Extension Diversity Award

We are pleased to be able to announce the continuation of the Kentucky Cooperative Extension Diversity Awards. Since 1994, we have been able to recognize Extension professionals who through targeted efforts excelled in reaching new clientele. This is a joint award open to Kentucky State and University of Kentucky Extension Employees. The University of Kentucky, College of Agriculture, Food and Environment's Office of Diversity will assist in the award recognition. Once again, those chosen for the award will receive a plaque and a program award of \$500.00 (individual) and \$1,000.00 (team) to use in their county/department to continue diversity efforts. The nomination form is due **January 10, 2020**, to Assistant Dean for Diversity at the UK College of Agriculture, Food and Environment, Mia Farrell, [antomia.farrell@uky.edu](mailto:antomia.farrell@uky.edu).

We commend you for the work you have done in this area and encourage you to apply for this year's award.

Attachment



## KENTUCKY COOPERATIVE EXTENSION 2019 DIVERSITY AWARD

University of Kentucky & Kentucky State University

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). Award recipients will be recognized at the State Extension Council meeting in the spring.

**Selection Process:** The nominations will be judged by a committee appointed by the Director of Diversity in the UK College of Agriculture, Food and Environment and the 1890 Administrator at KSU, which will include both Extension and non-Extension members. The committee will review nominations and recommend the award winners to the Administrator and the College Director 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, 2018 through September 30, 2019. *The program nominated could have started before October 1, 2018, but it must have also been ongoing during the period October 1, 2018 - September 30, 2019.* Nominations will be accepted via email November 4, 2019-January 10, 2020. **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 10, 2020**. Nominations will be submitted via email with two pictures from your program. If you have any questions, please do not hesitate to contact Mia Farrell, Assistant Dean for Diversity, UK College of Agriculture, Food and Environment, Office of Diversity, [antomia.farrell@uky.edu](mailto:antomia.farrell@uky.edu) Call 859-218-4800 for more information.

**KENTUCKY COOPERATIVE EXTENSION  
DIVERSITY AWARD  
2019 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. **Summary paragraph:** (Describe this nomination in 30 words or less.)
  
5. **Basis for nomination, following the guidelines for nominations:** (Use this cover sheet and up to ONE additional pages. Please **do not** include videotapes, bound publications, and other support materials with nomination.)
  
6. Include two clear photos of your program to be placed into the Diversity Award booklet.