

UK CAFE Office of Diversity Report As of February 1, 2020

Office Admin. update

Dr. Vanessa Jackson- CAFE Director of Faculty Diversity and Inclusiveness (25%)

- Work within the college with faculty and chairs to increase the communication of how the Diversity Office can help academic programs achieve inclusive curricula and student programs.
- Support faculty and staff development programs focused on creating and assessing social justice, anti-racism, anti-discrimination and diverse classrooms.
- Support the college's efforts to promote optimal diversity, inclusion and equity related to faculty hiring and retention.
- Work closely with the Associate Dean for Faculty Resources, Planning and Assessment to promote diversity and inclusion among faculty and leadership.
- Explore and develop partnerships with other college to advance the communication and outcomes related to enhancing diversity and inclusion in curriculum and other faculty-driven issues.

Office

- Mia serving as the National MANRRS President for two years
- Mia attending the Association of Public and Land Grant Universities Conference speaking on the topic of recruiting URM students to an institution
- CAFE Strategic Plan
- Jr. MANRRS Leadership Institute: **November 20-21, 2020**
 - All call for workshop proposals is out
https://uky.az1.qualtrics.com/jfe/form/SV_4V0mEJPgrUECNW5
- Intercultural Awareness Day went very well with 63 in attendance. We are planning for the 5th annual IAD, if you have any ideas, please share them with Ashley
- Cultivating Inclusion Series: (handout)

Faculty

- OOD will be meeting with the department chairs and multidisciplinary directors over the next month to discuss departmental diversity & inclusion initiatives. Our goal is to ensure that faculty and staff are equipped with resources to continue to build a diverse and inclusive college. A survey has been distributed to the chairs and directors to get a holistic view of the department when one on one meetings are conducted.
- Faculty and staff will receive a survey soon thereafter. The data will be analyzed and we will formulate recommendations for our plan of action.

Extension/ Staff

- Kentucky Extension Diversity & Inclusion Network retreat: May 20-21, 2020 at Goodbarn, more information coming soon.

- The Office of Diversity in partnership with the CEDIK presented to Family and Consumer Science Extension Agents in the fall on the topic of *Building an Inclusive Community*. We would like to offer the training to 4-H Youth Development and Agriculture Natural Resources Extension Agents in the near future.
- Kentucky Extension Diversity Award recipients are:
 - Individual – Perry County
 - Team – Metcalfe County

They will be recognized at the State Extension Council meeting
- OOD is assisting with the 4-H Inclusion Series focused on recruit and retain youth from underrepresented backgrounds in their county programs
- OOD is working with Jeff Young and two extension faculty members to develop training for extension agents in urban counties and counties with large urban populations
- OOD is working with PSD to have all reasonable efforts on the KERS reporting system. We are aiming for this to take place by July 1, 2020. More information will be forthcoming.

Students

- OOD & the Diversity Advisory Council have developed an inclusion statement for course syllabi. The goal is to have the GCC & UCC review the proposed statement, give suggestions for revision, and have the statement ready for the fall of 2020.
- Preparing for the 35th Annual National Conference in Minneapolis, MN. April 2-5.
- In partnership with the sustainable ag department, OOD sponsored three students to attend the Southern Sustainable Agriculture Conference in Little Rock, Arkansas
- Partnering with Black Soil to give our students more hands on experience in the field of agriculture
- Diversity Fellowship is open to graduate students attending UK CAFE. The application is currently open. Applications are due March 2, 2020 and recipients will be announced March 27, 2020.

Community

- Collaboration with the Next Door Market, UK CAFE Office of Diversity, KSU (Marcus Bernard), and Jefferson County Cooperative Extension Service is taking place in the Russell neighborhood in Louisville
- 2/19/2020: OOD will be leading a basic diversity and inclusion professional development for UK athletics Coordinators

Alumni

- **Philanthropy:** In March, OOD will have a mailing sent out to MANRRS alumni & friends to share what we have been doing and to create a sponsorship base

Important Dates

- **February 21, 2020:** Symposium on Racial Equity in Food Systems
- **March 19-20, 2020:** Universities Fighting World Hunger (OOD partnering)
- **April 18, 2020:** Expanding Youth Horizons Conference (OOD partnering)