

Coming Together for Racial Understanding has now been underway for two years with many thanks to ECOP for launching this important work. To date, this support has helped to conduct two train-the-trainer events with a total of 26 states participating (August 2018 and October 2019). Each of the trained teams was tasked with initiating efforts within their home states by expanding the pool of trained Extension professionals first, believing in the importance of doing our own work before launching into community efforts. As we moved through the end of 2019 and into 2020, these states are turning the corner to launch dialogue efforts within communities. While COVID-19 caused unexpected delays and retooling, the report that follows clearly indicates that teams are making progress. Below are key accomplishments and learnings from the past two years' efforts. A quick summary includes:

- 26 states have sent teams to the training.
- 13 states sent multi-institutional state teams (1862/1890/1994)
- 83 participants completed the train-the-trainer events (2018 and 2019 combined).
- Participants reported advancement on all 16 competencies with both trainings.
- 20 states have launched training for Extension staff, with over 860 total participants.
- 7 states have begun to advance dialogues into communities.
- A multi-state research group has aligned with this effort to explore the ways this work advances.
- 9 other entities helped sponsor one of the two trainings, following ECOP's leadership.
- NACDEP awarded this effort the National Diversity Award for 2019.
- SRDC received a foundation grant to support a pilot with Southern Region Extension Directors and Administrators. One reviewer specifically noted that a strength of the proposal was the groundwork already completed to date as a result of ECOP's leadership.

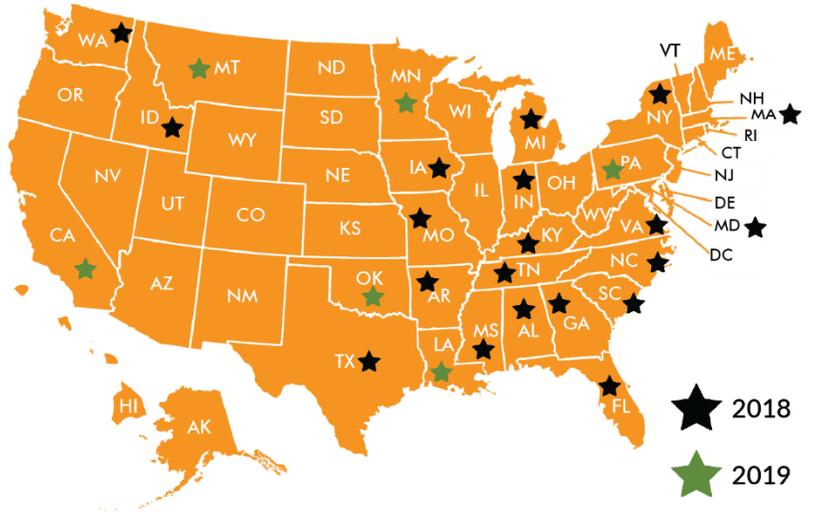
While these accomplishments are pointers to progress, what they fail to capture are the changes in relationships that have occurred because of these efforts. A few reflective quotes below provide a flavor of how this work is changing lives within the Cooperative Extension System:

- "I think this is the start of having productive dialogue around race relations within Extension that will reach greater boundaries by impacting communities throughout our nation."
- "This was a very intense training, but it absolutely phenomenal! I gained so much knowledge and I feel that our team can be impactful in our Extension community and beyond--I look forward to the outcomes!"
- "The opportunity to connect and meet individuals working in other states and stepping forward to really think about race, racism and all aspects has been a helpful and inspiring guide. Thank you to the team. I look forward to sharing this work with our state team. The week was so valuable and a good investment of my time."
- "I am so happy and grateful to have experienced this. This is a good start to begin a necessary conversation."

OVERVIEW:

Within the past two years, 26 states have joined the Coming Together for Racial Understanding initiative. The purpose of the training is to build capacity within Cooperative Extension Service (CES) to help communities engage in civil dialogues around racial issues.

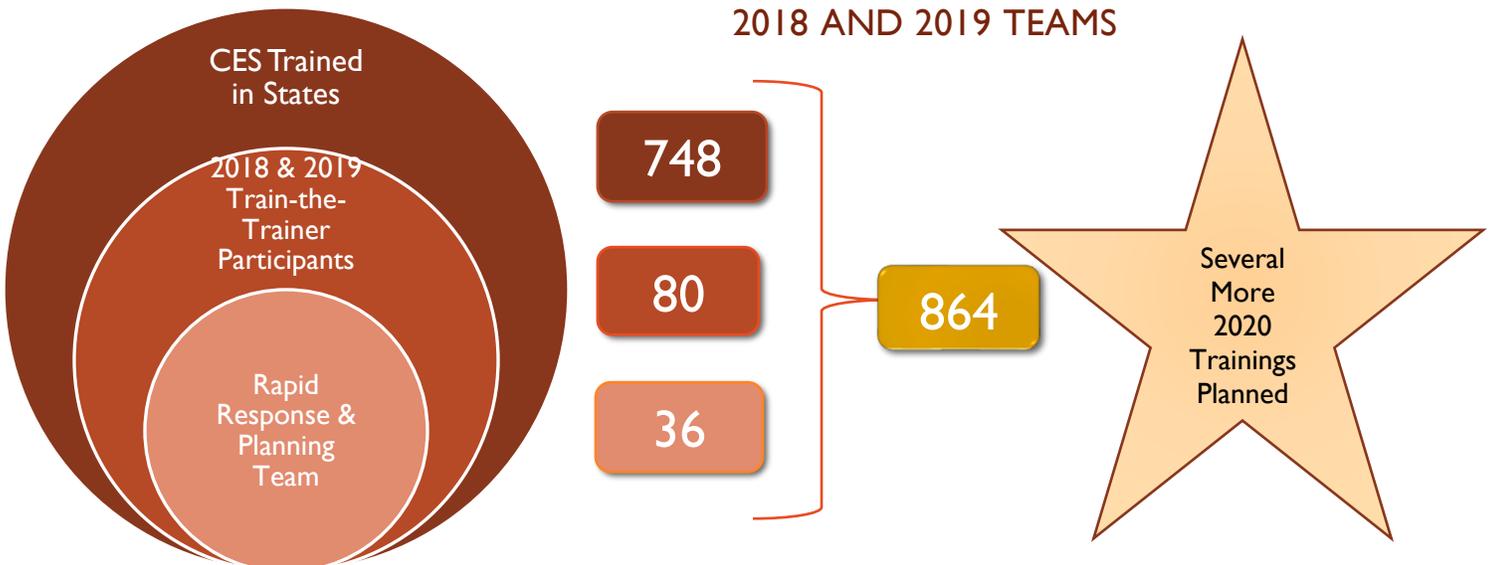
PARTICIPATING STATES



2018 TRAINING PARTICIPANTS



GROWTH IN CES CAPACITY FROM 2018 AND 2019 TEAMS



2019 TRAINING PARTICIPANTS



NEXT STEPS FOR 2019 TEAMS:

1. Engage professionals within the CES system in the home state in dialogues
2. Host a dialogue in at least one community

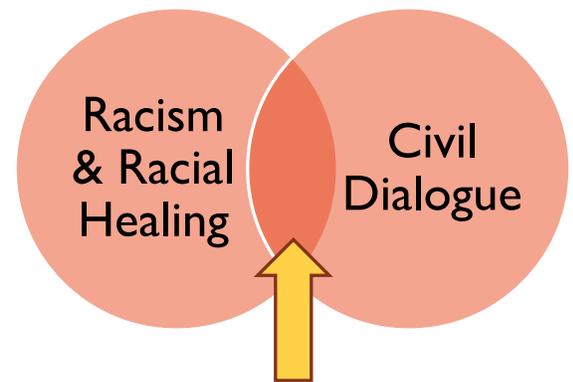
COMPETENCY FRAMEWORK – TWO SKILLSETS:

- Valuing and honoring differences among varied racial and ethnic groups
- Coordinating and facilitating dialogues

PARTICIPANTS IN BOTH TRAININGS SHOWED GROWTH ON ALL 16 COMPETENCIES

TOP AREAS OF GROWTH:

- Understanding the principles and processes of the two selected dialogue processes
- How to engage racially diverse audiences in important dialogues
- Four levels of oppression and change
- Facilitating a dialogue on race relations



COMPETENCIES REPRESENT THIS INTERSECTION.

RESEARCH PREVIEW - WAYS ADMINISTRATORS CAN SUPPORT EFFORTS:

- Provide time to other Extension employees to participate
- Allow adequate resources to support efforts (funding for travel and materials)
- Demonstrate support even in the face of dissention or risk
- Actively communicate support for this work as a priority to Extension.
- Participate in dialogues
- Value efforts in promotion and tenure processes

The Southern Rural Development Center is thankful for ECOP's leadership and for the opportunity you have given us to be a part of an initiative so vital to the future of Extension. This work is changing lives already!



SPECIAL THANKS TO ALL OF OUR SPONSORS

