

# COMING TOGETHER FOR RACIAL UNDERSTANDING

## HANDOUTS

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DAY #5

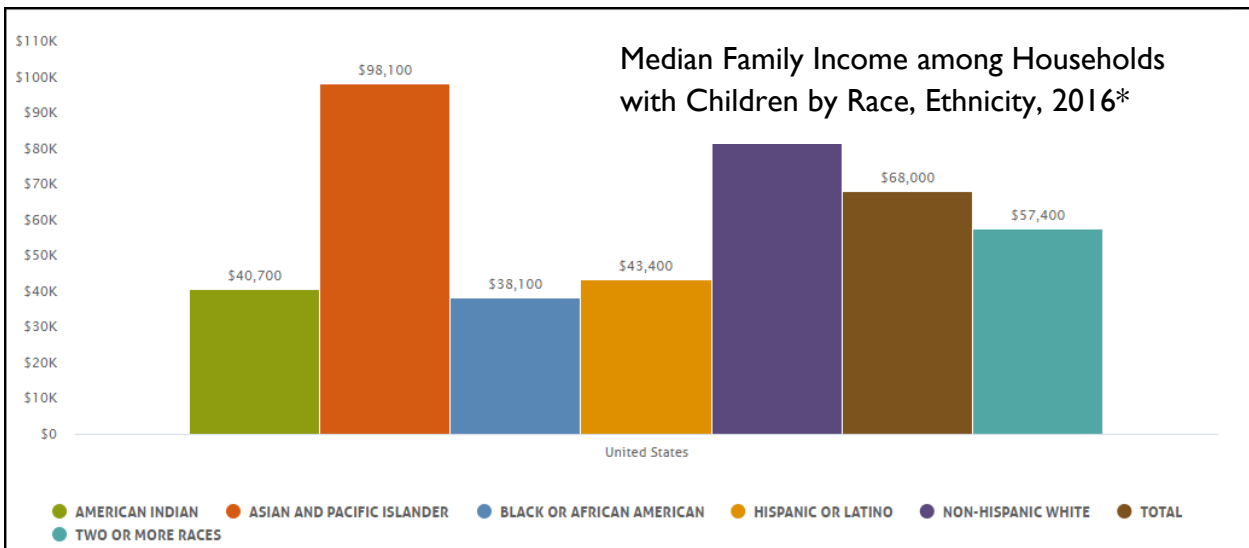
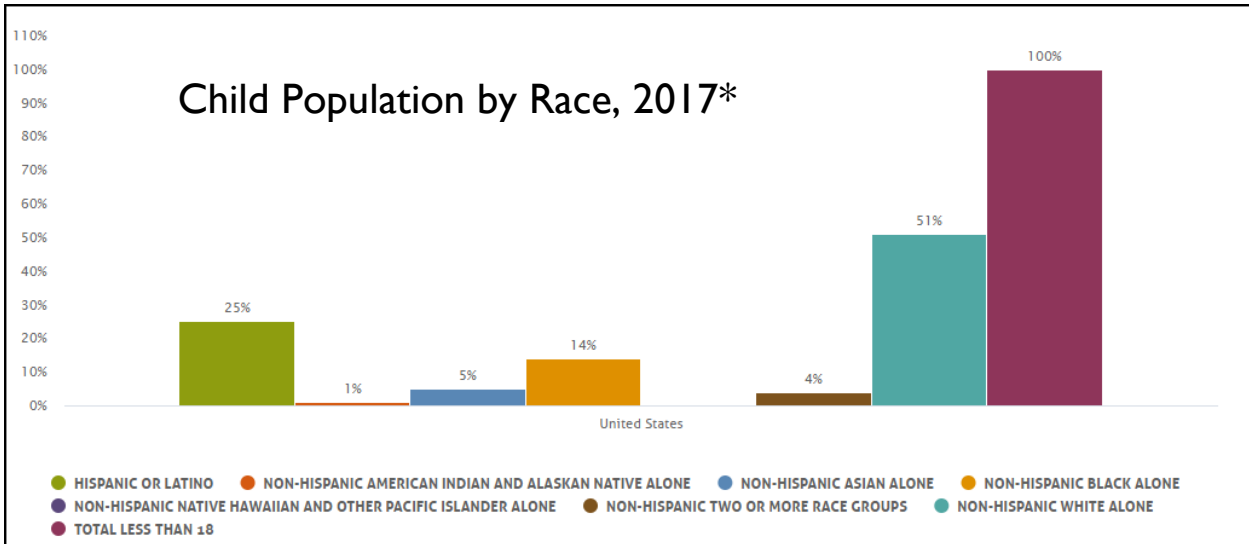
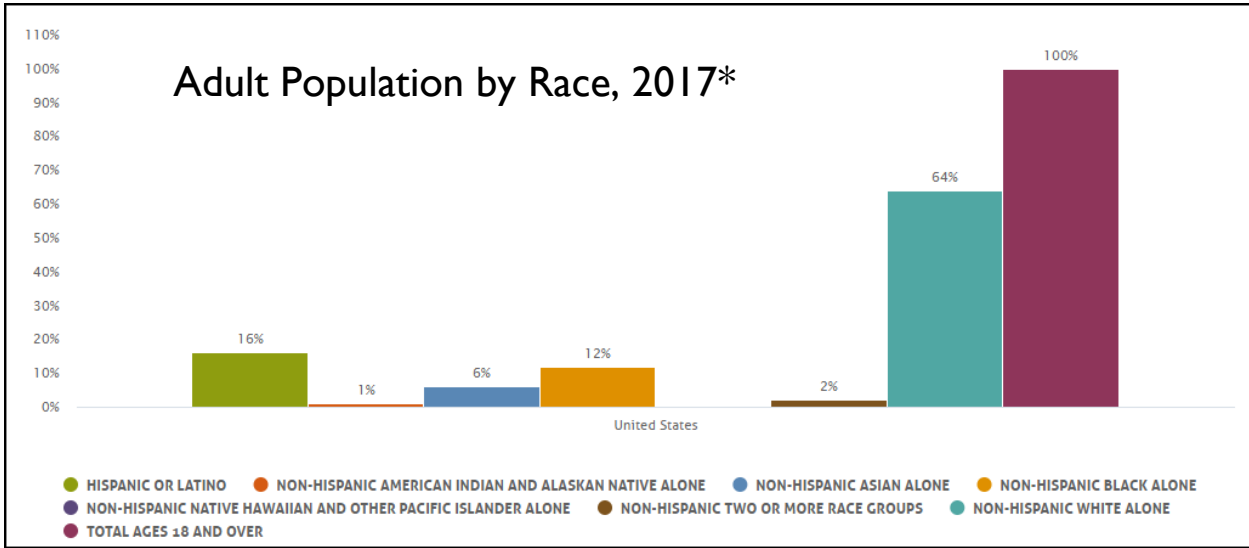
**PLANNING CONSIDERATIONS FOR EXTENSION TRAINING AND COMMUNITY PLANNING**

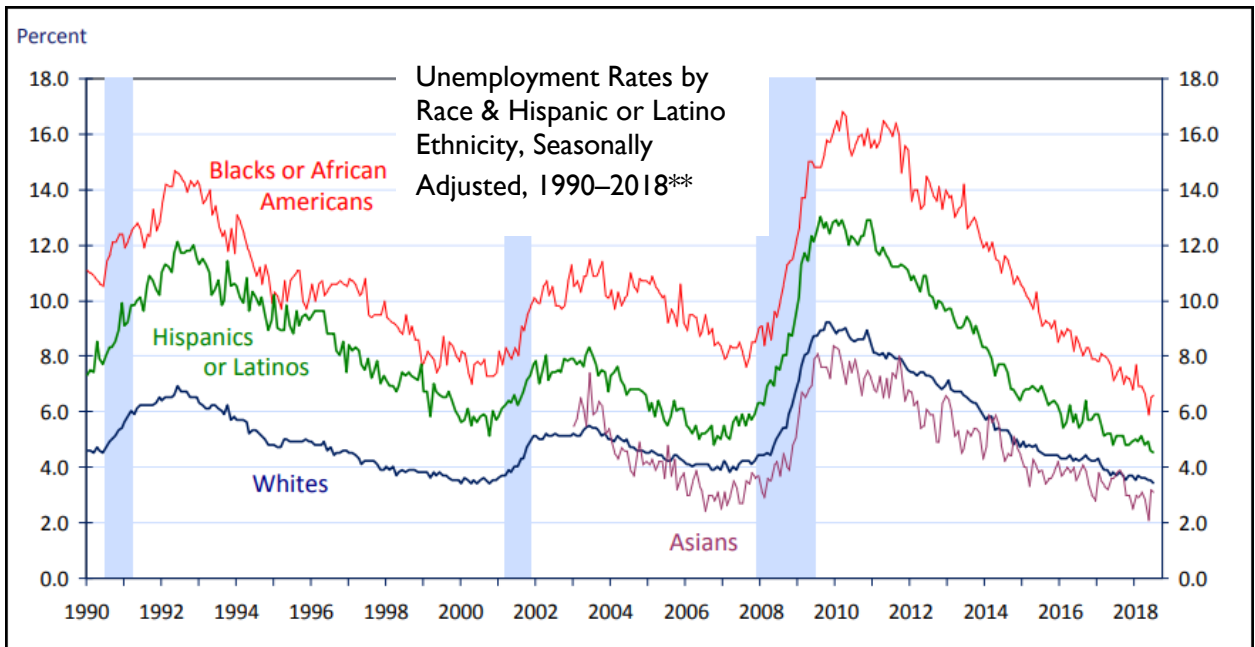
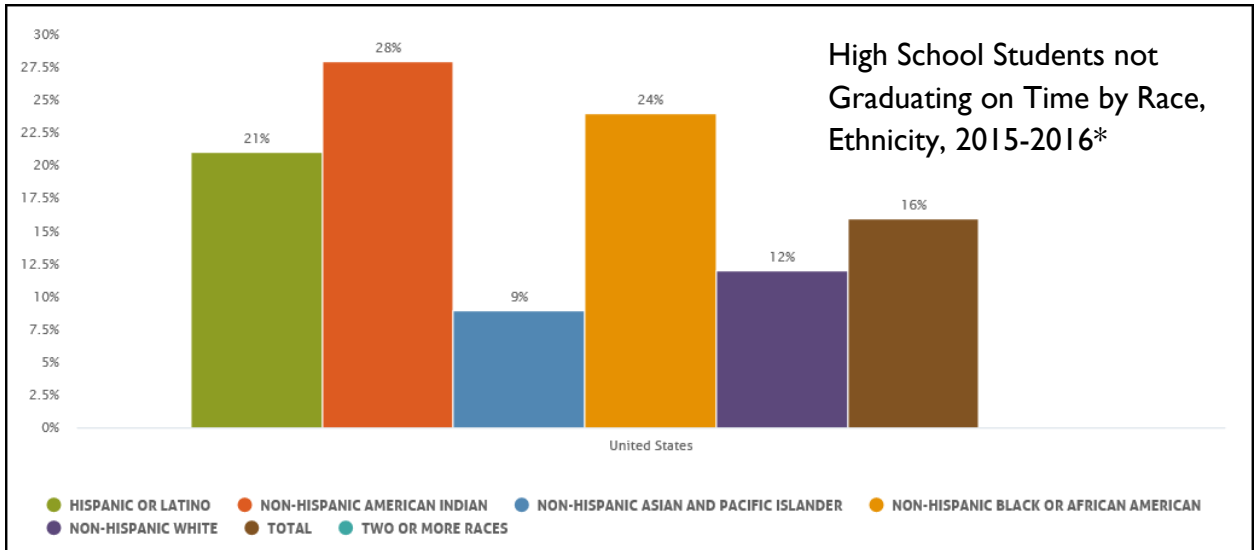
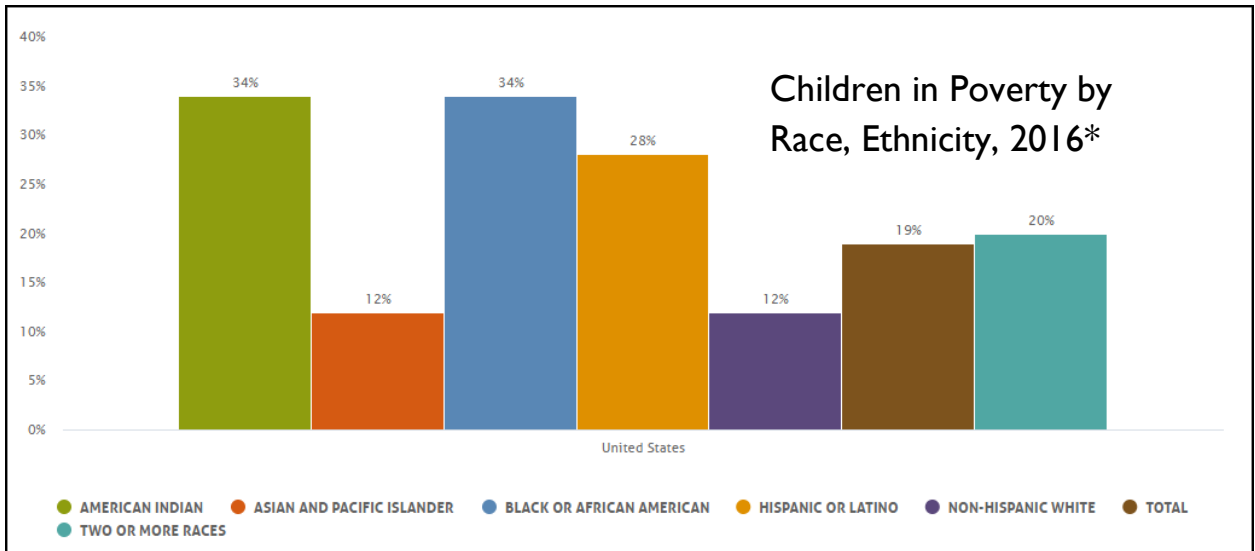
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**SIDE A:** List all the things you know about working in Extension in your state that you will need to address in your planning process.

**SIDE B:** list the considerations you will need to take into account in planning with a community to engage in a civic dialogue project.

**COMING TOGETHER FOR RACIAL UNDERSTANDING: DATA SNAPSHOT**





\*Data Source: National KIDS COUNT

\*\*Data Source: U.S. Bureau of Labor Statistics

## **DATA INFORMED PLANNING – EXTENSION SERVICE**

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### **FACT VERSUS FICTION: WHAT DO WE REALLY KNOW ABOUT OUR EXTENSION PROGRAM?**

#### **Questions to consider:**

1. How many Extension employees are in your state?
  - i. At each level?
  - ii. By gender?
  - iii. By race/ethnicity
2. Does your HR office have any data on retention related to these categories?
3. Do you have access to any recent reports on institutional climate?
4. What do Extension reports on participation rates in programming by race/ethnicity and gender tell you?
  - a. What do those numbers look like by program?
  - b. Do some programs have stronger participation rates of underrepresented groups than others?
5. What can the data tell you to help you plan an effective program with Extension workers in your state?
6. What strategies will you employ to access the data you need to plan effectively?
7. Will you need to collect data to help with the planning process? What will you collect and how?

## **DATA INFORMED PLANNING - COMMUNITY**

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### **FACT VERSUS FICTION: WHAT DO WE REALLY KNOW ABOUT THE COMMUNITIES WITH WHOM WE WILL BE WORKING?**

Community level data points of possible interest:

- American Community Survey (ACS) Characteristics to consider (30 year trends):
  - Population by age, sex, race – population pyramids by race can be helpful
  - Socio-economic characteristic by age, sex, race: per capita income, household income, poverty rates
  - Employment data: working, not working, unemployed, under employed, working more than one job, types of occupations, and percent of sole proprietorship.
  - Education by age, race, and sex: HS completion, some college, Bachelors, and Bachelors and above.
  - Housing by age, race, and sex: rentals, median rent, home ownership, value of home
  - Commuter maps
  - Health data: access to insurance
- Other data points of interest
  - Access to food and healthcare,
  - Tax data
  - School district data

#### **Questions to consider:**

1. What data do have on hand?
  
2. What will be easy to find?
  
3. What other data will you want to find or collect?
  
4. What patterns and trends will we want to attend to?
  
5. Do you have GIS mapping expertise to help show key data points spatially?
  
6. What will be the best way to get the data out to the community?

## Are We Ready: Cooperative Extension Service

Extension Knowledge and Efforts	Not at all	Only a little	Some	A lot
How often does Extension work with diverse groups to support community, family, and producer goals?				
How successful have efforts involving Extension been in working with racially and ethnically diverse groups?				
How knowledgeable are Extension educators and specialists in working across differences and addressing racial inequity?				
How concerned are Extension educators and specialists about dealing with racism/racial inequity?				
How concerned are Extension educators and specialists about effectively working across differences?				
How much data related to inclusion/diversity has Extension examined and discussed?				
How much data related to racial inequity has Extension examined and discussed?				
How knowledgeable are Extension educators and specialists about the civic dialog process?				
How interested are Extension educators and specialists in fostering civic dialog within Extension?				
How interested are Extension educators and specialists in fostering civic dialog within the communities they serve?				
Subtotal				
Extension Leadership	Not at all	Only a little	Some	A lot
To what extent is the leadership team in Extension knowledgeable about the importance of working across differences?				
To what extent is the leadership team in Extension knowledgeable about the importance of addressing racial inequity?				
To what extent does the leadership team consider effectively working across differences critical to achieving Extension's mission?				
To what extent does the leadership team consider effectively addressing racism/racial inequity critical to achieving Extension's mission?				
To what extent are Extension leaders actively involved in working across differences within Extension?				
To what extent are Extension leaders actively involved in addressing racism/racial inequity within extension?				
Subtotal				



<b>Extension System Climate</b>	Not at all	Only a little	Some	A lot
How supportive are Extension colleagues of focusing effort on working across differences?				
How supportive are Extension colleagues of focusing effort on addressing racial inequity?				
How supportive are Extension clients/audiences of focusing effort on working across differences?				
How supportive are Extension clients/audiences of focusing effort on addressing racial inequity?				
Subtotal				
<b>Resources</b>				
How broad is the representation of participants who plan and implement the training on civic dialog around racial inequity?				
How much expertise and training is there among those who will plan and implement the training on civic dialog around racial inequity?				
How supportive is university leadership in providing faculty and staff time and resources to ensure the success of this work?				
Subtotal				
Total across all subsections				

1. Are we missing some key items on the readiness list?
  
2. What strengths can we identify going into the planning process?
  
3. What challenges should we plan to address?
  
4. How might we use those strengths to address challenges?

## Are We Ready: Community

Community Knowledge and Efforts	Not at all	Only a little	Some	A lot
How often do people in the community work with racially and ethnically diverse groups to create more inclusive and empowered communities?				
How successful have efforts in the community been in working with diverse groups?				
How successful have efforts in the community been in addressing racism/racial inequity?				
How knowledgeable are people and groups in the community about working across differences?				
How knowledgeable are people and groups in the community about addressing racial inequity?				
How concerned are people and groups in the community about dealing with racism/racial inequity?				
How concerned are people and groups in the community with effectively working across differences?				
How much data related to inclusion and racial inequity have people and groups in the community examined and discussed?				
How knowledgeable are people and groups in the community about civic dialog processes?				
How interested are people and groups in the community in fostering civic dialog processes within their community?				
Subtotal				
Leadership	Not at all	Only a little	Some	A lot
To what extent are the community leaders in the community knowledgeable about the importance of working across differences?				
To what extent are the community leaders in the community knowledgeable about addressing racism/racial inequity?				
To what extent are community leaders in the community knowledgeable about the importance of working across differences?				
To what extent are community leaders in the community knowledgeable about the importance of addressing racism/racial inequity?				

To what extent do community leaders consider effectively working across differences to be an important to the future of their community?				
To what extent do community leaders consider effectively addressing racial inequity to be important to the future of their community?				
To what extent are community leaders actively involved in addressing racism/racial inequity?				
To what extent are community leaders actively involved in working across differences?				
Subtotal				
<b>Community Climate</b>	Not at all	Only a little	Some	A lot
How supportive are community members of focusing effort on addressing racial inequity?				
How supportive are community members of focusing effort on working across differences?				
Subtotal				
<b>Resources</b>	Not at all	Only a little	Some	A lot
How broad is the representation of participants who will be planning and implementing the civic dialog around racial inequity?				
How much expertise and training is there among those who will plan and implement the civic dialog around racial inequity?				
How supportive is the community in volunteering time, making donations, providing space and resources to ensure the success of this work?				
Subtotal				
Total across all sections				

1. Are we missing some key items on the readiness list?
  
2. What strengths can we identify going into the planning process?
  
3. What challenges should we plan to address?
  
4. How might we use those strengths to address challenges?

