

# **Training Task Force – Year 1**

## **SERA-37 Existing Objective 5**

Design and sponsor training program(s) that introduce and expand the capacity of Extension faculty in the region to work with, and deliver educational programs targeted to, the South's expanding Hispanic population. These training activities will be carried out in collaboration with the Southern Rural Development Center.

**2008 Participants: Stacey McCullough, Cintia Aguilar, Cesar Asuaje, Kathleen Tajeu, Frida Bonaparte, Cliff Ruth, Crystal Tyler-Mackey, Deborah Cross, Jannie Carter, Juana Macias, Nancy Calix, Rosa Vozzo**

## Training Task Force – YEAR 1 (2008) MAJOR ACTIONS AND ACCOMPLISHMENTS

Task Force Objectives	Action Steps	Products	Time Frame	Outputs/Outcomes
YEAR 1 Objectives	Identify your Major Program Strategies and Actions	Intermediate and End – results Expected	Begin/End Dates OR Ongoing	Process and Evaluation results
<b>Basic training (101)</b>	<ul style="list-style-type: none"> <li>▪ Plan a replicable cross-cultural training conference</li> <li>▪ Conduct an in-person pilot conference, which can be replicated throughout the region</li> </ul>	<i>Bridging the Culture Divide: Inclusive Programming for Extension Professionals</i> (91 ppl in attendance/15 states) <ul style="list-style-type: none"> <li>▪ Immigration overview</li> <li>▪ Immigration in your state</li> <li>▪ Understanding personal perspectives, biases &amp; assumptions</li> <li>▪ Legal issues 101</li> <li>▪ Strategies for engaging Latino/Hispanic audiences</li> <li>▪ Working together to build inclusive communities (partnerships, volunteers)</li> <li>▪ Show &amp; Tell</li> <li>▪ Planning your program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Mar.-Oct. 2008</li> <li>▪ Oct. 2008</li> </ul>	<ul style="list-style-type: none"> <li>▪ 13 program plans developed</li> <li>▪ Conference evaluation – <i>See below</i></li> <li>▪ Post-conference evaluation pending (April 2009)</li> </ul>



4. What specific elements have you incorporated in the Plan of Work that you developed during this training conference? (continued)

Other (please specify):

- Establish administrative support in order to get support and allocation of funds and time to provide programs to Hispanic/Latino audiences
- Ways to be more inclusive of the Hispanic/Latino population
- Explore new tools and technologies to reach Hispanic/Latino audiences
- Work with research and Extension with a statewide task force
- Create a common forum to bring all programming to Latinos under one umbrella

5. What is the nature of your Extension appointment? Please place an X by all that apply:

- 26% (15) 4-H Youth Development
- 18% (10) Agriculture/Natural Resources
- 9% ( 5) Communications
- 9% ( 5) Community/ Economic Development
- 39% (22) Family and Consumer Science
- 9% ( 5) Middle Management
- 7% ( 4) Program & Staff Development
- 9% ( 5) Other (Please Specify) 3 state administrators, 1 agro-medicine, 1 nontraditional role
- 5% (3) I am not an Extension employee. (Please indicate the type of work you do in the space below and then skip to question 8.)

6. Which of the following best describes your Extension appointment?

- |          |                     |          |                                    |
|----------|---------------------|----------|------------------------------------|
| 67% (36) | County appointments | 13% ( 7) | Multi-County/Regional appointments |
| 11% ( 6) | State Specialist    | 9% ( 5)  | State Extension Administrator      |

7. How many years have you been engaged in Extension work?

Average of over 11 years experience per person, totaling 601 combined experience  
Range of 8 months to over 40 years

8. Finally, in what state are you currently employed?

- |              |                |                     |
|--------------|----------------|---------------------|
| 3 – Alabama  | 2 – California | 1 – Florida         |
| 1 – Kentucky | 1 – Louisiana  | 40 – North Carolina |
| 2 – Ohio     | 3 – Tennessee  | 1 – Texas           |
| 3 – Virginia |                |                     |

## **Training Task Force – Years 2-5 Strategic Planning**

### **SERA-37 Existing Objective 5:**

Design and sponsor training program(s) that introduce and expand the capacity of Extension faculty in the region to work with, and deliver educational programs targeted to, the South's expanding Hispanic population. These training activities will be carried out in collaboration with the Southern Rural Development Center.

### ***Proposed revision to match Proposed Objective 4:***

*The Training Task Force will develop and deliver short-term professional development programs (on-site and online) that may be stand-alone or serve as prerequisites for the long-term domestic immersion program. The Training and Immersion Task Forces will integrate efforts as needed.*

### **2009 New Participants:**

**Potential funding sources: USDA AFRI Rural Development (incorporate online training into immersion proposal?)**

Training Task Force – YEAR 2 (2009) THROUGH 5 (2012) \*\*\*\*STRATEGIC PLANNING\*\*\*

Task Force Objectives	Action Steps	Products	Time Frame	Outputs/Outcomes
Objectives	Identify your Major Program Strategies and Actions	Intermediate and End –results Expected	Begin/End Dates OR Ongoing	Process and Evaluation results
<p><b>Expand basic cross-cultural training program</b></p>	<ul style="list-style-type: none"> <li>▪ Regular conference calls to ensure progress</li> <li>▪ Revise pilot program materials</li> <li>▪ Package materials suitable for train-the-trainer format</li> <li>▪ Continue to identify/develop &amp; disseminate additional supporting resources (including those from other task forces)</li> <li>▪ Incorporate cultural competence evaluation tool</li> </ul>	<ul style="list-style-type: none"> <li>▪ Offer in-person conferences at other locations in region (minimum of 2)</li> <li>▪ Add web-based training segments</li> <li>▪ Collaborate with immersion task force to create online pre-requisite course</li> </ul>		<p><b><u>Short-term</u></b></p> <ul style="list-style-type: none"> <li>▪ Greater understanding of Latino culture by participants</li> <li>▪ Plan of action for outreach/ training</li> </ul> <p><b><u>Medium-term</u></b></p> <ul style="list-style-type: none"> <li>▪ States will develop &amp; implement own training programs</li> <li>▪ Plans for collaborative programming with Latinos</li> </ul> <p><b><u>Long-term</u></b></p> <ul style="list-style-type: none"> <li>▪ Greater diversification among Extension audiences</li> <li>▪ Increased cultural awareness &amp; acceptance among long-term residents &amp; new immigrants</li> <li>▪ Immigrants feel more comfortable in communities</li> <li>▪ Community leaders work with Hispanics to develop collaborative solutions to local programs</li> </ul>

<b>Develop &amp; offer subject-matter workshops</b>	<ul style="list-style-type: none"><li>▪ Develop, borrow or steal program materials specific to different subject matter (e.g., pest mgmt, food &amp; nutrition, youth development, etc.)</li><li>▪ Package materials suitable for train-the-trainer format</li></ul>	<ul style="list-style-type: none"><li>▪ Conduct web-based trainings</li></ul>		<ul style="list-style-type: none"><li>▪ See above, w/in specific subject-matter areas</li></ul>
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