

**PLT Meeting Notes**  
**11-21-2016 - 11 a.m. – 1 p.m. - Zoom**

**Attending: Alison, Becca, Bill, Brian, CJ (facilitating), Cary, Chris, Claire, Greg, Jan (taking notes), Jean, Laurel, Marisa, Tony, Tim**

**DCT update** – Claire –See notes page 3.

**Updating Outputs** - Cary.

1. **Extension-related research and assessment projects. External funding proposals, including local, state, federal.** These 2 sentences are separate outputs. We will no longer attempt to report on funding proposals at all.

**ACTION:** Revised output is **Extension-related research and assessment projects.**

2. **Non-peer-reviewed media including educational press releases, radio or TV appearances, newsletters, curricula, videos, and blog posts**

**ACTION:** This will be the definition as well as the category.

**Follow up** [Dean McCubbin at August meeting]

- Sharing the Dean's newsletter - HAPPENING
- Invite Lorann Stallones & Tracy Nelson (assoc. directors) to PLT, per Dean McCubbin. F2f in FEBRUARY
- Becca asked for a session (during Forum) for graduate students, identifying opportunities, so they can be excited about Extension. **BUILD ON THIS!** Thanks Becca for setting up time with graduate students during Forum! Becca and CJ looking ahead. Becca will share Qualtrics results at next meeting. Jessica has good materials for making internships most valuable for student and agent.
- Place HDFS faculty on 4-H Program Leader search – Christine added to search committee and has provided lots of very good input. Position closes today/14 applicants/meeting Dec 14<sup>th</sup>/interviews mid-January.

**Other follow up from August meeting**

- Masters of Ag Education program, revisions to Ashley Stokes in mid-December, hope to open in August.
- PRU meetings during Forum – CJ attended some and they went well.
  - Continue format (every other year meetings)
  - NR May add climate change section to Plan of Work
  - NFSH very productive – minimum changes to POW
  - FAFS identified situations and found commonalities in issues. Will update situation statement
  - 4-H (Greg) – updates during meeting; we can strengthen programming

- CD – new leadership (Greg, Annette Shipley)- how to integrate with other PRUs? Professional development opportunities. No changes in POW. Want to meet with Jan about CPRS and POW.
- L&R Chris – continue format, great meeting. Updating situation statement
- Food Systems - need more time, would be struggling without off-site meeting. POW changes – restructured.
- CUS OnLine breakout session with Mike Macklin
- Organize web site by PRU - CJ will check with Ruth and Joanne
  - We aren't using electronic communications to best advantage
  - Searches for our information is seldom in top 20
- Dean of Liberal Arts will attend CAD
- VP for Research – looking for opportunities to be involved in Extension – CJ may also invite to CAD (per Becca)

**PLT Calendar** <http://extension.colostate.edu/docs/staffres/program/calendar.pdf>

- Revised/updated Plans of Work for calendar years 2017 & 2018: All revised/updated PRU Plans of Work submitted now through January 31. E-mail to Jan.
- Define leadership - this is leadership for now – next Forum. Inform Jan names and payment preference, so that payment can be arranged by end of 2016.
- PLT-funded projects/programs must report by December 31 to PLT (send to Jan)
- \$35,000 available for programming. Jan will put out RFP to PRU leaders – due February 1<sup>st</sup>; funding for calendar year 2017.
  - Strong preference within PLT to continue.
  - Talk to Greg if you want to do a joint PRU meeting for skill development/collaborative work

**Other items for discussion or action**

- Report to DAC Dec 9<sup>th</sup>
  - Jan & CJ determine from notes

Next PLT meeting f2f – Pencil in Feb 24, AM, Denver (following Gov Forum on CO Ag)  
Send agenda items to CJ and Jan

DCT is always looking for more ways to impress upon our colleagues the need for participating in DCT events, campaigns, and calls, because we believe (like what the Widening the Circle purported) diversity and inclusion work is happening all around Extension, and is a part of our duty to make sure the resources and programs we lead are available and accessible to all in our communities.

Face to Face: The DCT 2016 Face to Face meeting featured the Creating Inclusive Excellence Program, delivered by Dr. Shannon Archibeque-Engle (Director of Diversity & Retention, College of Ag) and Ria Vigil (Director of Diversity Education & Training, VP Office for Diversity). In the three-day meeting, we delved into bias, micro-aggressions, social identities and the impact of those on our lives and work. Through paired, group and self-discussion and reflection, each of the 13 members/participants completed 5 of the 6 sessions in the program, which created an impetus for the future work of the DCT.

The next DCT conference call (December 20) will be about engaging Extension in monthly discussions about topics and events, historical and present-day, that impact diversity and inclusivity work. Every other month, we will set a topic, and reading/viewing list to catalyze discussion on a conference call, where all participants can ask, listen, learn and engage in the discourse. The call will be for DCT members to flesh out the marketing and facilitation of these calls, but the reading/watching list for the February 21<sup>st</sup> call/session is already set:

§ Reading List for February 21, 2017

- o <http://www.racismreview.com/blog/2010/03/17/irish-americans-racism-and-the-pursuit-of-whiteness/>
- o <https://academic.udayton.edu/race/01race/white13.htm>
- o <https://abagond.wordpress.com/2015/10/02/what-about-the-irish/>
- o <http://historynewsnetwork.org/article/67693>
- o Book: McCourt, Frank. *'Tis: A Memoir*. Simon & Schuster, 2000.
- o Pick one or the other of these two media:
  - § Book: McCourt, Frank. *Angela's Ashes*. Scribner, 1999.
  - § Movie: *Angela's Ashes*. Parker, Alan. Paramount Pictures, 1999. Film.

Summation of diversity and inclusion within Extension work we talked about at the meeting with Ashley Stokes

- § Have a look at the Extension Mentoring Program (Ashley)
- § Connect Diversity Symposium to Forum (Diversity Office, Extension Administration, Forum Committee, DCT)
- § Create/Investigate culturally immersive programming – not just “professional development”, but to be viewed as capacity building, inclusivity work (Diversity Office, Extension Administration, DCT). Could include (but not limited to):
  - Cultural Sensitivity Training
  - Creating Inclusive Excellence Program
  - Immersive Extension work (non-US) where English language is not dominant
- § Directed, cluster hire (Diversity Office, Extension Administration, Search Committees, DCT)
- § Create Strategic Diversity Plan – not as a part, but inclusive of the Extension Strategic Plan (DCT, Ashley)
- § Audit of Extension hiring practices (Diversity Office, DCT)
- § Job share/swap within Colorado Extension (Community Development PRU has ideas)