Overview Logic Model: Civil Rights, Diversity & Inclusive Excellence in Coop Ext

Legend
CR=Civil Rights
D=Diversity
EO=Equal Opportunity
ND=Nondiscrimination
IE=Inclusive Excellence
CEAC=Cooperative Extension Administrative Council

Inputs
- Human capital:
  - COOP EXT Staff
  - County/State/Federal Partners
  - Volunteers
  - Students/Clients

- Social capital:
  - Communities
  - Professional networks
  - Councils
  - Boards
  - Committees
  - Teams

- Financial capital:
  - County/State/Federal funding sources
  - Budgets

- Physical capital:
  - Facilities
  - Technology
  - Equipment
  - Materials

Outputs
- Activities
  1) Leaders throughout the organization communicate Coop Ext's CR, ND, EO, IE values, policies, & responsibilities
  2) CEAC establishes policies that align with Coop Ext's responsibilities for CR, ND, EO, IE
  3) CEAC allocates resources to achieve Coop Ext's stated CR, ND, EO, IE outcomes
  4) CEAC establishes a system that builds a diverse workforce aligned with Coop Ext's responsibilities for CR, ND, EO, IE
  5) Various teams develop & provide professional development to build staff capacity to achieve Coop Ext's stated CR, ND, EO, IE outcomes
  6) All colleagues & organizational units develop plans that help achieve Coop Ext's stated CR, ND, EO, IE outcomes
  7) All colleagues monitor & evaluate efforts to achieve Coop Ext's stated CR, ND, EO, IE outcomes

Outputs
- Short-Learning
  1) Increased awareness of Coop Ext's CR, ND, EO, IE policies, processes, & responsibilities

Outputs
- Medium-Actions
  1) Implementation of CR, ND, EO, IE policies and holding staff & units accountable to
  2) Coop Ext recruits & retains a diverse & competent workforce
  3) Employees have equal opportunities in their work & their professional development
  4) Coop Ext staff carry out the procedures that result in ND, EO, IE in programs, offices, & educational sites
  5) Coop Ext makes all reasonable effort to reach out to underserved racial, ethnic, & gender groups, the disabled and LEP
  6) Coop Ext programs, offices, & educational sites are accessible to LEP & disabled employees, volunteers, clients, & visitors
  7) Colleagues make efforts to insure that advisory groups are diverse, and representative of the population served
  8) Coop Ext's partners support our CR, D, EO, ND, IE values, policies, processes, & responsibilities

Outputs
- Long-Conditions
  1) Coop Ext's organizational structures resources & functions support CR, D, EO, ND & IE and comply with laws
  2) There is a diverse workforce with skills, knowledge, and ability to carry out those duties assigned for Coop Ext programs
  3) Diversity, equal opportunity, nondiscrimination & inclusive excellence are fully infused across Coop Ext's programs
  4) Coop Ext's partnerships reflect our values of diversity, equal opportunity, nondiscrimination & inclusive excellence

EVALUATION

Assumptions
- We recognize and honor the differences and similarities of all people/communities
- We are intentional in our efforts to ensure equity, justice, and fairness
- We embrace new ideas and approaches in our work

External Factors
- Civil rights laws and administrative policies
- USDA civil rights compliance review
- UW System Inclusive Excellence directive
Partnerships Logic Model: Civil Rights, Diversity & Inclusive Excellence in Coop Ext

**Inputs**
- Human capital:
  - UWEX Staff
  - County/State/ Federal Partners
  - Volunteers
  - Students/ Clients

- Social capital:
  - Communities
  - Professional networks
  - Councils
  - Boards
  - Committees
  - Teams

- Financial capital:
  - County/State/ Federal funding sources
  - Budgets

- Physical capital:
  - Facilities
  - Technology
  - Equipment
  - Materials

**Outputs**

**Activities**

1) Strategies and tools are developed to educate partners & local advisory groups

2) Strategies for building new partnerships are in place and implemented

3) Strategies are in place and implemented to ensure equal access to programs

4) Materials are developed and in place that notify the public re: Coop Ext CR, ND and EO policies

**Outcomes**

**Short**
1) Increased Coop Ext capacity to align instructional policies & educational programming with CR, EO, ND requirements

**Medium**
1) Efforts are made to insure that advisory groups are diverse, and representative of the population served

2) Coop Ext’s partners support our CR, ND & EO requirements

3) Increased awareness on the part of Coop Ext’s partners in regards to our CR, D, EO, ND, & IE values, policies, processes, & requirements

**Long**
1) Coop Ext’s partners demonstrate commitment to Coop Ext’s diversity, equal opportunity, nondiscrimination & inclusive excellence values, policies, processes, & requirements

2) New partnerships are developed that reflect Coop Ext’s CR, D, EO, ND, & IE values, policies, processes, & requirements

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Staffing Logic Model: Civil Rights, Diversity & Inclusive Excellence in Coop Ext

**Inputs**
- Human capital: UWEX Staff, County/State/Federal Partners, Volunteers, Students/Clients
- Social capital: Communities, Professional networks, Councils, Boards, Committees, Teams
- Financial capital: County/State/Federal funding sources, Budgets
- Physical capital: Facilities, Technology, Equipment, Materials

**Activities**
- CEAC establishes systems that build a diverse workforce and discrimination-free workplaces that align with Coop Ext's CR, D, EO, ND, & IE values, policies, processes, & requirements
- Hiring authorities develop, update and communicate the needs and recruitment plans for positions based on CR, EO, ND policies and D goals
- Administration and governance groups develop strategies to support retention of colleagues from underrepresented and underutilized groups
- Various teams develop & provide training to build the capacity of those involved in the hiring process to achieve Coop Ext’s stated CR, ND, EO, IE outcomes

**Outputs**
- Short-Learning
  - Staff professional development is offered on an ongoing basis addressing the following topics:
    - Reaching out to those protected by civil rights laws
    - Prevention of discrimination & harassment
    - Serving people with disabilities
    - Diversity and Multi-Cultural Awareness
    - Limited English Proficiency
    - Programming with diverse and/or
  - Increased awareness of recruitment and hiring strategies intended to diversify Coop Ext’s staffing patterns and practices to maintain discrimination-free workplaces

- Medium-Actions
  - Hiring authorities develop, update and communicate the needs and recruitment plans for positions based on CR, EO, ND policies and D goals
  - Administration and governance groups develop strategies to support retention of colleagues from underrepresented and underutilized groups
  - Various teams develop & provide training to build the capacity of those involved in the hiring process to achieve Coop Ext’s stated CR, ND, EO, IE outcomes

- Long-Conditions
  - Human Resources Development develops and monitors recruitment & hiring strategies intended to diversify Cooperative Extension staffing patterns and workplace practices to ensure workplaces free of discrimination and harassment
  - Monitoring of recruitment and hiring strategies intended to diversify Coop Ext’s staffing patterns

**Outcomes**
- Coop Ext recruits, hires & retains a diverse & competent workforce while valuing and building on the strengths and abilities of all staff
- Coop Ext enforces policies and practices that ensure workplaces are discrimination and harassment free and accessible to people with disabilities
- There is a diverse workforce with skills, knowledge, and ability to carry out those duties assigned for Coop Ext programs

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**Assumptions**
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