Civil Rights Leadership Team

Goals

- To align the civil rights program with the purpose, vision and values of Cooperative Extension and our educational programming.
- To provide colleagues with a consistent and ongoing training program in civil rights compliance.
- To decentralize support for civil rights and broaden the perspectives that inform the program.
- To expand the number of colleagues with a deeper knowledge of our Cooperative Extension civil rights program.
- To encourage consistency in accountability standards and in follow-up reports.
- To assure expertise on teams that visit county offices and units to address civil rights compliance.

Roles and Responsibilities

- Develop a deeper knowledge of civil rights outreach activities, documentation and data collection and management.
- Make recommendations for changes in procedures of the Civil Rights program.
- Create learning opportunities and develop a training program for colleagues.
- Consistently serve as leaders of civil rights days visiting teams. Compile notes and finalize the follow-up reports of county civil rights days.
- Provide input for state civil rights plans and reports.

Colleagues on the Team

- The team will consist of 5 colleagues working with the Assistant to the Dean and Director.
- Ideally the team will include a mix of county, campus and statewide colleagues, life experiences, programming expertise and regions of the state.
- Two-year and three-year appointments will provide a system that assures continuity while offering the opportunity to other colleagues over time.
Time Commitment and Financial Support

- Each team member is expected to devote approximately the following number of days to civil rights activities each year: 12 days of one day per month (necessitates travel time) for face-to-face meetings with the team, 5-7 days for personal learning and for contributing to group projects (this time is not concentrated in full days, rather it is scattered across the year and covers e-mailing, teleconferences, developing resources), 4-5 days in county civil rights days plus travel time, 2 days preparing follow-up reports, 5 days in colleague orientation and training activities including preparation for those activities. 28-30 days a year.
- 15% buyout for each member of the team.
- Small annual stipend for each member of the team paid as part of monthly payroll.
- The members who join on Jan. 1, 2014 will serve until Dec. 31, 2015. After serving a term, members may reapply.

Role of the Assistant to the Dean and Director

- Compile statewide plans and reports
- Provide oversight of statewide data collection
- Train the civil rights support team
- Provide educational resources for support team and all colleagues
- Coordinate and schedule of civil rights days
- On a rotating basis, participate in colleague training and civil rights days