

Civil Rights in Cooperative Extension:

Test Your Knowledge

Choose the correct response.

1. The 1850 Fugitive Slave Act required all U.S. citizens to return escaping slaves to their owners or face severe penalties. In Wisconsin, some residents showed their objection to the law by helping more than 100 slaves escape to freedom in Canada before the start of the Civil War.

- a. True
- b. False

2. Stops on the Underground Railroad in Wisconsin included private homes and shops in Milwaukee and Green Bay, the harbor towns of Racine and Kenosha and a one-room prairie cabin near Alto.

- a. True
- b. False

3. The lands of what Wisconsin tribe served as a stop on the underground railroad?

- a. St. Croix Chippewa
- b. Potawatomi
- c. Stockbridge
- d. Oneida

4. With the Civil Rights Act of 1964, Congress prohibited discrimination based on race, color, religion and national origin, but not sex.

- a. True
- b. False

5. Cooperative Extension receives federal funds; therefore, faculty and academic staff are required to make special efforts to reach out to those who have historically been discriminated against in the United States.

- a. True
- b. False

6. The Cooperative Extension civil rights program of outreach in educational programming records data on the following groups: African Americans, American Indian and Alaska Natives, Asians, Native Hawaiian and other Pacific Islanders, Hispanics/Latinos and women.

- a. True
- b. False

7. Cooperative Extension uses the same categories of people in its nondiscrimination policy as it uses in recording data on outreach efforts.

- a. True
- b. False

8. Which of the activities below is Cooperative Extension required to carry out to offer historically underserved groups access to educational programs?

- a. Establish personal contacts with clients
- b. Use appropriate media to disseminate information about programs
- c. Target distribution of promotional materials to underserved groups
- d. All of the above

9. Extension educators/agents should not partner with community organizations whose membership is restricted based on race, color, national origin or gender.

- a. True
- b. False

10. In Cooperative Extension, civil rights (affirmation action, equal opportunity and disabilities) policies address hiring procedures and access to educational programs, but do not impact the workplace or professional development opportunities.

- a. True
- b. False

11. In 1981, Congress passed legislation prohibiting discrimination based on disability in all employment and all public buildings.

- a. True
- b. False

12. The Americans with Disabilities Act (ADA) requires all buildings owned by state government or the university to be accessible.

- a. True
- b. False

Answers

1. True

2. True

3. Answer c is correct

Stockbridge Indians hid a number of runaway slaves, including a father and two children that Green Bay resident Lemuel Goodell escorted to a Lake Michigan ship bound for Canada.

4. False

The Civil Rights Act of 1964 placed people into protected classes based on race, color, religion, national origin and sex.

5. True

6. True

7. False

"The University of Wisconsin Extension provides affirmative action and equal opportunity in education, programming and employment for all qualified persons regardless of race, color, gender/sex, creed, disability, religion, national origin, ancestry, age, sexual orientation, pregnancy, marital or parental, arrest or conviction record or veteran status."

8. Answer d is correct

All of the methods listed are required to give historically underserved groups better access to educational programs.

9. True

10. False

In Extension, civil rights (affirmative action, equal opportunity and disabilities) policies apply to employment and access to programs and also address the workplace, professional development opportunities and other aspects of equal treatment.

11. False

Congress passed the Rehabilitation Act in 1973, which prohibited discrimination against people with disabilities by organizations accepting federal funds. It also passed the Americans with Disabilities Act in 1990, which prohibits discrimination by public accommodations (restaurants and hotels, etc.) or public entities (state and local governments).

12. False

The ADA does not require all existing (old) buildings, or every part of a building, to be accessible. The ADA requires that public entities (for example, state and local governments or public universities) make their *programs* accessible. Although structural modifications, such as ramps or elevators, are one way to provide program access, a public entity could also choose an alternative, such as holding a public hearing on the accessible first floor rather than the inaccessible second floor. However, any new construction or alterations (remodeling) of existing facilities must be architecturally accessible.