

North Central Regional NELD
Seminar 2: Leading in a Multi-Cultural World
January 22-25, 2003, New Orleans, LA
Embassy Suites

Desired Outcomes: This seminar will help you provide the leadership Extension needs to meet the challenges of a changing population and work force.

Objectives:

This session will help you—

1. Assess the degree to which your behavior is free of bias, prejudice and discrimination and identify action steps for changing your behavior, as appropriate.
2. Deepen your understanding of cultural norms, i.e., attitudes, values, beliefs, principles, behaviors, etc. which are different from your own.
3. Recognize how cross-cultural norms influence work behaviors/styles and identify ways to create inclusive work environments.
4. Gain knowledge of land grant institutions established to address the Extension education needs of African American, Native American and Hispanic American citizens.
5. Use various tools and resources currently available to increase diversity awareness and change the diversity climate within Extension.

Intersession Discussion/Assignments

Research local demographics and shifts in your state, county and local community.

Diversity Awareness Profile (DAP) Jossey-Bass: Diversity Awareness Profile by Karen Stinson

Pre-Conference Foundation Reading

White Privileges: Unpacking the Invisible Knapsack, Peggy McIntosh

Achieving Diversity & Pluralism: Our (Sad) Separatist Model, Maurice Dorsey, National Program Leader, Public Policy, USDA-CSREES-ECS, Washington, D.C.
<http://www.joe.org/joe/2001december/comm1.html>

Talk Around the Coffeepot: A Key to Cultural Change Toward Diversity, Ann C. Schaubert, Diversity Leader, Oregon State University Extension Service, Corvallis, Oregon
<http://www.joe.org/joe/2001december/a1.html>

Facing Issues of Diversity: Rebirthing the Extension Service, Ann C. Schaubert, Diversity Leader, Oregon State University Extension Service, Corvallis, Oregon and Kathy Castania, Change Agent States for Diversity Project Manager, Cornell Cooperative Extension, Alton, New York
<http://www.joe.org/joe/2001december/comm2.html>

Cross-Cultural Awareness, Lee Gardenswartz and Anita Rowe, HR Magazine, March, 2001

How to Create an Inclusive Environment, Lee Gardenswartz and Anita Rowe, Managing Diversity, September, 2001 (Vol. 10, No. 12)

Agenda: Wednesday, January 22, 2003

Time Frame	Content	Methods
5:30-6:15 p.m.	Social and buffet Local CE colleagues/Welcome to area	
6:15-6:30 p.m.	Welcome to the conference; clarify objectives, expectations, and climate	Patrick Cudney, District Director, MSU
6:30 –7:00 p.m.	Debriefing on applications since NELD 1	Ellen Fitzsimmons
7:00 – 7:45 p.m.	Multicultural Self-Awareness Activity Name Shields	Vallerie Maurice, Director of Multicultural and Diversity Programs LSU Extension
7:45 – 8:30 p.m.	Interpretation of Diversity Awareness profile	Sharon Klawitter
8:30 – 9:00 p.m.	Changing Demographic Profiles Implications for CE Organization	Patrick Cudney Ellen Fitzsimmons

Agenda: Thursday, January 23, 2003

Time Frame	Content	Methods
7:00-8:00 a.m.	Breakfast in Atrium at your leisure	
8:00 a.m.	Board Bus to University of New Orleans	
8:30 a.m. – 5:00 p.m.	Debriefing of insights from yesterday's session "Diversity: What's This All About?" Facilitator: Vallerie Maurice, Director of Multicultural & Diversity Programs, Louisiana State University Extension Lunch: University N.O. Cafeteria Immersion groups 1. Faith & Diversity 2. Institutional racism 3. Gay/lesbian/bisexual/transsexual issues	Patrick Cudney
5:00 p.m.	Bus Leaves University of New Orleans	
6:15 p.m.	Bus Lvs. Hotel for Tour & Dinner on Your Own	

Agenda: Friday, January 24, 2003

Time Frame	Content	Methods
7:00-8:00 a.m.	Breakfast at your leisure in the atrium	
8:00 a.m.	Bus Leaves for Southern University Baton Rouge	
10:00	Formative Evaluation	Sharon Klawitter
10:30-3:00	Southern University Extension Experience Welcome- Leodrey Williams,Chancellor History of 1890 Extension-Adell Brown Associate Administrator Lunch Dialogue with Colleagues <ol style="list-style-type: none"> 1. Specialist Interface 2. Research 3. Program Development and Evaluation 4. County Issues 5. Administration-personnel hiring and retention Campus Tour	Yvonne Horton
3:00 p.m.	Board Bus and to Travel New Orleans	
5:30 p.m.	Iowa Hospitality Free Evening in New Orleans	

Agenda: Saturday, January 25, 2003

Time Frame	Content	Methods
7:00-8:00 a.m.	Breakfast at your leisure in the atrium	
8:00-9:00 a.m.	Debriefing of insights from yesterday's sessions; Feedback from formative evaluation	Glenn Easter (Patrick, Sharon & Yvonne as backup)
9:00 – 11:00 a.m.	Action planning; debriefing in small groups Summative evaluation	Glenn Easter (Patrick, Sharon & Yvonne as backup)
11:00 – 11:30 a.m.	Preparation for Seminar 3	Patrick Cudney Dave Running
11:30 a.m.	Adjourn	