

Action Plan - February 2009
As follow up to the OSU Extension – Buckeye County
September 2008 Diversity and Civil Rights Review

Actions Taken:

- The on-site Diversity Review report summary of January 2009 has been shared with Buckeye County Staff, both verbally in a group setting for discussion, and in writing for dissemination to the various county advisory teams.
- Attendance and active participation in diversity training has been recently documented and will continue to be encouraged.
- Focused efforts to increase diversity and awareness of Extension programs are planned and scheduled. These include conferences, presentations, collaborative work with various county teams, human rights advisory board membership, etc.
- The OSU Extension AA/EEO Data Collection Form has been copied for every staff member and its use has being encouraged.
- The OSU Extension All Reasonable Efforts Form has been copied for every staff member and its use has being encouraged.

Actions Planned:

- The Civil Rights/Affirmative Action/Equal Employment Opportunity Resource Manual of 2005 will be used as a guide during discussions with local Educators regarding including diversity and civil rights in future volunteer trainings.
- Non-discrimination statement will be added to our advisory committee existing by-laws.
- Work will continue to increase racial/ethnic diversity among all advisory teams, not only FCS.
- When staffing changes occur, rehiring process will include reviewing diversity and civil rights policy.

Respectfully submitted,

Joe Extension
County Director,
Educator, Family and Consumer Sciences

The following was a cover to the in-house distributed documents from the leader, diversity development:

2-18-09

Co-Workers,

The cover letter from our diversity report summary of January 2009 is printed on the reverse and you are to be congratulated on a job well done. The attached action plan that follows summarizes efforts made to address recommendations for improvement.

Also attached, please find several documents designed to help all of us expand our audiences and promote appreciation for diversity. You are encouraged to use one, or both, demographic collection forms during or after your programs.

Kathy