

**Scarlet County
Diversity Action Plan
2008**

Our goals and activities to implement our diversity plan as recommended from our on-site review conducted in 2009 are:

1. Shared the Review Synopsis and Recommendations with the Extension Advisory Committee when they meet during the October 2008.
2. Continue to increase awareness of Extension programs to non-traditional audiences throughout the county.
3. Review AA/EEO rights and responsibilities or how to file a complaint during an office conference meeting.
4. We plan to continue participation in Extension Regional and State in-services addressing diversity issues, and document these attendances in performance reviews.
5. Continue efforts to increase racial/ethnic minorities to serve on Extension Committees and participate in Extension programs throughout the county.
6. Work to ensure that all other all private groups/organizations that work with OSU Extension Scarlet County have a signed a copy of the Agreement and Understanding of Civil Rights Compliance statement found at http://hr.ag.ohio-state.edu/diversity/CR_Understanding_Compliance_Form.doc. Also to make necessary changes to Extension Advisory Committee and 4-H constitutions and By-Laws.
7. Implement the use of AA/EEO data collection forms when possible so that program participants and mailing lists can be coded by race and sex see examples at http://hr.ag.ohio-state.edu/diversity/AEEO_Data_Collection_Form.pdf
8. Implement use the All Reasonable Efforts form for programs http://hr.ag.ohio-state.edu/diversity/Reasonable_Efforts_Form.pdf
9. Continue to use updated non-discrimination statement on all publications including flyers, brochures and newsletters
10. Include accommodation statement on all flyers and registration materials