



Change Agent States for Diversity



Accomplishments 2000 – 2004

CASD project accomplishments:

- Creation of a “critical mass” of states around common issues and goals focused on creating system change for enhancing diversity.
- Compilation of a set of “Tools for Change” that outline models and techniques for facilitating systemic organizational change based on states’ shared experiences.
- Development of a web site that makes a wealth of resources regarding diversity available throughout the System; it includes links to individual CASD states’ web sites where more resources are available.
- Completion of demographic profiles of each state organization to provide benchmarks for measuring change.
- Completion of a climate assessment and analyses to provide benchmarks for measuring and improving workplace climate.
- Providing leaders/administrators in the CASD states with training to lead organizational change for diversity (training by Elsie Cross and Associates consulting firm).
- Involvement as mentor state in the expansion effort called Change Agent States for Engagement.
- Effective collaboration among seven states, rural development centers, innovation center, Cornell Migrant Program and the Julian Somora Institute to lead organizational change.

CASD state-level accomplishments:

- A state coordinator and an active, diverse catalyst team in each state leads and fosters change.
- Substantially increased emphasis on professional development related to diversity including identifying core competencies, establishing exchange programs, new staff orientation programs, and regular sessions at statewide conferences.
- Changes in recruitment/search processes to facilitate the application and selection of people from underrepresented groups. This included expanding networks for marketing, training faculty on recruitment practices, redirecting the focus of recruitment materials, educating council members and search committees on university diversity goals.
- Enhanced partnerships among 1862, 1890 and 1994 land grant institutions where a state has more than one land grant institution. This includes establishing a joint advisory council, holding sharing and planning sessions, developing joint orientation, professional development and communication systems, coordinating joint programs and sharing leadership of the catalyst team.
- Inclusion of diversity/cultural competency components in performance appraisals.
- Increased use of census and other demographic data in program planning and recruitment for employment.
- Expanded programs offerings and services to better serve diverse audiences.
- Connection with other institutional/organizational diversity efforts to broaden the impact of change.
- Increased organizational recognition for accomplishments related to diversity.
- Development of written strategic plans and processes for ensuring a systemic and sustained approach to enhancing diversity.