

What's Happening



December 12, 2002

Change Agent States for Diversity

CASD Directors meet in Chicago in Preparation for Upcoming Workshops:

Arizona

Colorado

Georgia

Missouri

New York

North Carolina

North Dakota

Pennsylvania

While at the National Association of State University and Land Grant Colleges' (NASULGC) meeting in Chicago on November 11th, the CASD directors and administrators met over breakfast to discuss the CASD project. The core component of the meeting was the facilitated organizational change activities led by Kate Kirkham, Elsie Cross Associates, Inc. These activities are a precursor to the upcoming *Strategic Leadership for Diversity* workshops that are going to be held in each of the regions in the Spring, 2003.

Rankism: an opportunity for change

Many people, who work within our system are feeling excluded based on their rank, educational levels, and/or status of their positions. Recently, Kathy Castania, the CASD project manager conducted a three-hour workshop for support staff in Pennsylvania. This workshop entitled "The Diversity Initiative and You" was organized by Patreese Ingram, diversity coordinator, and Beth McLaughlin, director of professional development. Information on Climate Assessments in all of our states have shown that this is a diversity issue which people feel strongly about, but is often forgotten when instituting change. Participants in the workshop shared some thoughts about what is hard about this exclusion:

- Lack of respect
- Pigeon-holed / caste system
- Different standards
- Mandatory training that is not mandatory for faculty
- Lack of job security (especially during times of lay-offs)

Participants went on to share what attitudes they want eliminated. They said:

- That they are disposable
- That they are not intelligent
- That they are lazy

1890 – 1994 DIALOGUE:

Who are we? Change Agent States for Diversity is a consortium of eight states dedicated to supporting greater cultural diversity in USDA's Land Grant system.

STRATEGIC LEADERSHIP FOR DIVERSITY WORKSHOPS

Who: Extension leadership teams and some catalyst team members from each state.

Goal: System change, vision – new work that needs to be accomplished. A way to enhance management tools for change.

Lead Facilitator: Kate Kirkham, Elsie Cross Associates, Inc.

Dates:

West: May 6-8, Fort Collins, Colorado

North Central: April 22-24, Sioux City, Iowa

Northeast: June 2-4, Cooper's Plains, NY

North Carolina: May 12-14, Caroway Camp Center

So much more.....

Following The CASD meeting in North Dakota in September, some CASD Consortium Members decided to form a subcommittee that will begin to bring together our 1890 and 1994 members to have a discussion. On a recent conference call the group decided to write a proposal for Special Needs funding. The application will be written with Lincoln University, Missouri as the lead and managing institutions.

Funds for a small group:

- to have an initial discussion about relationship between 1890 and 1994
- to plan and hold a national conference where people in the system have an opportunity to discuss the special needs, and relationships between 1890's and 1994's, 1862's and USDA

RESOURCES:

Book: *Execution: The Art of Getting Things Done*, Larry Bossidy, Ram Charan, Charles Burck, Crown Pub; ISBN: 0609610570; 1st edition (June 11, 2002)

Webpages:

www.aacu.org . Click on "diversity" and then "publications"

www.atthetable.org

www.casd.cornell.edu

