

Diversity. Colorado State University Cooperative Extension is committed to being an inclusive organization that seeks and promotes diversity in our workforce, program participants, clientele, educational partners and program content. Cooperative Extension is also committed to creating a workplace environment that enhances and nurtures pluralism. The Plan of Work identifies the programming framework for working effectively within an environment of increasing diversity. The Cooperative Extension Diversity Action Plan outlines the aims, goals and objectives, and actions to be taken to achieve a strong institutional and personal commitment to multiculturalism and inclusiveness. Diversity is defined as differences and similarities among people with respect to age, education, ethnicity, family status, gender, geographic location, physical and mental ability, race, social and economic class, spiritual practice, and other human characteristics.

	Unsatisfactory	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	Exemplary
Understanding of Diversity	No understanding of current diversity issues.	Does not maintain a current understanding of diversity issues.	Maintains a current understanding of diversity issues.	Helps others to understand diversity issues by sharing information and contacts.	Demonstrates understanding of diversity in public settings by engaging diverse audiences in program participation/facilitation.
Data Analysis	Does not know the diversity statistics of their geographic area of responsibility.	Has geographic area of responsibility data on file but has not used the information to plan for inclusiveness of diverse audiences.	Regularly obtains and reviews data on geographic area of responsibility regarding ethnicity, socio-economic status, gender, age, etc. Uses data to include appropriate groups in programs, committees, etc.	Analyzes and shares diversity data with peers, community leaders and/or advisory groups in the program planning process.	Combines diversity data with diverse clientele input to develop innovative and creative techniques to enhance representation of diverse audiences.
Plan of Work	Has no plan for diversity included in POW	Has included diversity in POW, but has not implemented diversity plans.	Has included diversity goals and objectives in POW. Plans educational programs that appeal to diverse audiences.	Has surpassed the diversity goals established in POW.	Provides colleagues information and works with them on establishing POW goals and objectives that promote diversity. Formally shares effective practices to enhance diverse participation in programming.
Accountability	No documentation of efforts to increase involvement of diverse groups in program planning or educational delivery.	Minimum documentation of efforts to increase involvement of diverse groups in program planning or educational delivery.	Has documented efforts to increase involvement of diverse groups in program planning or educational delivery.	Documented efforts in developing partnerships with diverse groups in program planning or educational delivery.	Programming efforts have resulted in a documented increase in diverse audience participation.