



DIVERSITY AWARD

Change Agent States for Diversity **“TOOL FOR CHANGE”**



<p>Note: The national Cooperative Extension System has an annual Diversity Award! <i>Go to http://natldiversity.extension.oregonstate.edu/staff_dev/awards.htm</i>. Nominate someone!</p>	
Description	<ul style="list-style-type: none"> • Annual recognition of individuals, teams, programs, or efforts that recognize work in any number of diversity areas.
Strategy behind tool	<ul style="list-style-type: none"> • Recognize and highlight good practices, examples, and models for your system. • Recognize diversity as a valued issue for your system. • Recognize diversity skills as core competencies.
Goals or outcomes	<ul style="list-style-type: none"> • Diversity work is recognized as having value. • Diversity work is rewarded. • Examples and resources for accomplishing diversity work in different ways are modeled and shared.
Possible target groups	<ul style="list-style-type: none"> • System employees. • Could include volunteers and Extension partners. • Professional organizations and issue area work groups.
Suggestions for initiating this project/strategy	
Who "buy-in" is needed from	<ul style="list-style-type: none"> • Leadership of system, professional organizations, etc. • Colleagues working on diversity issues or program issues. • Need a reasonable sized "diversity choir" to support and sustain the award. • People who can make/or break your effort.
Who might participate in development of award?	<ul style="list-style-type: none"> • An existing Diversity Committee or Task Force. • An organizational leader, program leaders, or a professional organization. • Change agents in the system who recognize the value of diversity.
Time frames and steps for development/ implementation	<ol style="list-style-type: none"> 1) Identify group sponsoring award and who else needs to be included from the organization in the planning process. 2) Identify what you want the award to accomplish. 3) What value can you build into the award (where it is awarded, who presents award, financial or other "prize", how winner is recognized and publicized throughout system, etc.) 4) Develop award parameters: purpose, criteria, eligibility, application, nomination process, "prize", presentation, publicity, selection process, timeline, etc. 5) Give plenty of time to advertise award. Use many vehicles for getting the word out. Have leadership encourage nominations. Have sponsoring group call and encourage individuals or groups to make nominations. 6) Do it. 7) Publicize winners and their accomplishments throughout system during the year.
Issues to consider	<ul style="list-style-type: none"> • Will the award become an annual event that is worth the investment of time and effort? • How does this award compliment or fit in with other system awards?
Costs associated with project	<ul style="list-style-type: none"> • If not all electronic--printing of brochure, posters, and postage. • Meetings or phone conferences to plan award and select recipients.

	<ul style="list-style-type: none"> • Prizes, plaques, or other costs associated with recognizing recipient.
Media/ communication/ promotion	<ul style="list-style-type: none"> • Use system e-mail and list serves. • Post of websites. • Ask leadership to send out messages and reminders about the award. • Promote the award at conferences and meetings.
Evaluation method	<ul style="list-style-type: none"> • Number and quality of applicants received. • General awareness of and value for the award by people throughout the system.
Other	<ul style="list-style-type: none"> • Keep and promote a list of past recipients and their contributions.
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	Revised 7/04

Sample



2003 Annual Diversity and Pluralism Award

Cornell Cooperative Extension

PURPOSE

This award was developed to

- ©recognize the outstanding efforts and accomplishments of CCE staff to achieve and sustain diversity and pluralism within our organization, and/or
- ©recognize the outstanding efforts and accomplishments of a CCE program that addresses the needs and concerns of underrepresented audiences

Diversity is defined as differences among people with respect to age, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and other human differences.

Pluralism is defined as an organizational culture that incorporates mutual respect, acceptance, teamwork, and productivity among people who are diverse in the dimensions of human differences listed above as diversity, as well as other dimensions.

AWARD

There will be one individual award and one group award given. Recipients will get a certificate and diversity enrichment funding. The Cornell Cooperative Extension Annual Award for Diversity will be presented at the ACCEE Conference, October 15-17, 2003.

NOMINATIONS

Nominations can be submitted by anyone including the nominee. Nominees can be individuals, teams or associations. Previously submitted non-recognized nominations can be re-submitted.

Please include the following elements in the nomination (not to exceed two pages)

- ©nominator's name, address, email, and phone number
- ©nominee's name(s), organization(s), address(es), email(s), and phone number(s)
- ©description of efforts and accomplishments
- ©impact of efforts and accomplishments

©additional comments

Award recipients will be selected by a subcommittee of the CCE Diversity Catalyst Team.
The deadline to submit nominations is **SEPTEMBER 5, 2003.**

Mail or email nomination to: Linda Couchon, Diversity Catalyst Team Coordinator
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Sponsored by

Cornell Cooperative Extension Administration, the CCE Diversity Catalyst Team, and ACCEE
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