**Tips for Developing a Diversity and Inclusion Plan for the Statement of Goals**

The diversity and inclusion plan could be developed as an office and/or in an individual program area but should reflect specific or unique needs in the educator’s office, program or area. The following examples are not inclusive. There are many effective strategies which could be used in program development. Please think about underserved audiences in the broadest of terms: race, national origin, socio-economic status, age, disabilities, gender, etc.

The \_\_\_\_\_\_\_ County Extension Office will utilize mass media efforts to achieve the broadest promotional reach possible.

The \_\_\_\_\_\_\_ County Extension Office will brainstorm solutions to requests of accommodation as needed.

The \_\_\_\_\_\_\_ County Extension will annually discuss emerging trends in the county/area which may affect programming.

The \_\_\_\_\_\_\_ Educator will facilitate a meeting of stakeholders to identify gaps in programming/services for local (agencies/organizations/partners/etc.).

The \_\_\_\_\_\_\_ Educator will identify specific groups of people who are not represented in their programs and develop intentional marketing efforts directed toward the group.

The \_\_\_\_\_\_\_ Educator will actively work to develop relationships with key individuals in underserved audiences.

The \_\_\_\_\_\_\_ Educator will work with the (committee/council/advisory group) to remove real and/or perceived barriers to participation in Extension programs.

Civil Rights Resources

12/1/18, K. Reaman