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| College of Agriculture and Life Sciences |
| Initiative Number 4 – Virginia Cooperative Extension Diversity and Inclusion Fellows |
| 1. Inclusive Excellence Dimension(s) | (c) Education and Scholarship |
| 2. Constituent Group(s) | ( c ) Faculty Members; ( d ) Staff members |
| 3. Initiative Description | The Extension Diversity and Inclusion (D&I) Fellows Initiative has been created to enhance Virginia Cooperative Extension (VCE) faculty and staff awareness and knowledge of diversity and inclusion issues and to improve skills in order to cultivate an environment of mutual respect and appreciation of differences, and ultimately foster more inclusive Extension programs. |
| 4. Rationale | During the past year, Michele Deramo of the Office of Diversity and Inclusion, was asked to meet with faculty in each of the 4 Extension districts to assess how the Office of Diversity and Inclusion could better serve them. The primary need that was identified was for professional development of faculty and staff that will result in greater clientele diversity in Extension programming. |
| 5. Design | Faculty and staff were asked to apply as Fellows to represent their districts. Using a Train-the-Trainer approach, 11 faculty and staff will come to campus the first week of December 2014 to participate in 32 hours of training in a Diversity Development Institute. Michele Deramo and other D&I trainers will serve as the trainers. Each district-based team will be expected to provide at least two D&I training sessions for the faculty and staff in their district each year for three years. These training sessions will include curriculum that the Fellows are exposed to as part of the Diversity Development Institute, as well as new training efforts that address specific D&I issues in their districts. Fellows can use other resources, including peers, to meet the needs of their district co-workers. Fellows will also be expected to evaluate their training efforts and track the impact of their efforts. |
| 6. Responsibility  | Eleven Extension D&I Fellows from across the state will be responsible for the training efforts of their peers.  |
| 7. Accountability | District Directors and Joe Hunnings, CALS Director of Civil Rights Compliance |
| 8. Timing | The Diversity Development Institute for Extension D&I Fellows will take place in December 2014. Training efforts will take place in each district for the next three years.  |
| 9. Measures | CALS will keep track of the number of trainings offered and participation of Extension faculty and staff. In addition, Fellows will track how the D&I training program has impacted the number of programming efforts and other initiatives that have resulted in more inclusive outreach. |
| 10. Outcomes | Through the Extension D&I Fellows program, we expect to see improvements in faculty and staff awareness and knowledge of diversity and inclusion issues and to improve skills in order to cultivate more inclusive Extension programs. |

1. Inclusive Excellence Dimension – (a) Access and Success, (b) Campus Climate and Intergroup Relations, (c) Education and Scholarship, (d) Institutional Infrastructure
2. Constituent Group – (a) Undergraduate Students, (b) Graduate/Professional Students, (c) Faculty Members, (d) Staff Members, or (e) Other
3. Initiative Description – describe the initiative, citing the Inclusive Excellence Framework Dimension
4. Rationale – describe the original or current motivation for this initiative
5. Design – summarize the steps/actions to be taken, resources consulted, and process of implementation
6. Responsibility – designate an individual/group who has or will directly performed the work
7. Accountability – designate the unit leader who is responsible for initiative
8. Timing – describe the timeframe of the initiative (new or continued); target date(s) for progress/completion
9. Measures – assessment and other forms of data collected from or about the constituent group, to measure the efficacy of the initiative
10. Outcomes – describe the expected results