

**Making the best better across all
of Extension: engaging diversity
to help us better serve All Iowans**

**Iowa Extension Council Association
Annual Conference
March 5, 2022**

Why is diversity important?

Engage ALL Iowans

- Perspective
- Perception
- Performance



Iowa State University Extension and Outreach

VISION: ISU Extension and Outreach will advance land-grant values by engaging **all lowans** in solving today's problems and preparing for a thriving future.

MISSION: ISU Extension and Outreach builds a strong Iowa by engaging **all lowans** in research, education, and extension experiences to address current and emerging real-life challenges.

Our Diversity Statement

Iowa State University Extension and Outreach celebrates all identities, cultures, and backgrounds and actively works to foster a climate that is grounded in respect, value, and belonging.

- In our communities, diversity, equity, and inclusion enrich the experiences of ISU Extension and Outreach participants and partners.
- In our organization, diversity, equity, and inclusion support constructive workplace and educational environments, and promote excellence throughout the organization.

Our Diversity Statement

ISU Extension and Outreach

- aims to provide research- and evidence-based educational opportunities to cultivate the growth of Iowa's agriculture, families, youth, and communities;
- is dedicated to serving all Iowans; and
- will continue to take intentional and thoughtful steps to achieve this goal.

Diversity is more than REG!

- Race
- Ethnicity
- Gender
- Age
- Disability
- Marital status
- National origin
- Pregnancy
- Gender expression/identity
- Color
- Religion
- Sexual orientation
- Socioeconomic status
- U.S. veteran status
- Rural/urban

Diversity is our foundation

SEC. 17. Tuition in the college herein established

176

LAWS OF IOWA.

Tuition free.

Qualification for admission.

shall be forever free to pupils from this State over four teen years of age and who have been resident of the State six months previous to their admission. Applicants for admission must be of good moral character able to read and write the English language with ease and correctness, and also to pass a satisfactory examination in the fundamental rules of arithmetic.

The original mission of Land Grant Institutions, as set forth in the first Morrill Act, was to teach agriculture, military tactics, and the mechanic arts as well as classical studies so members of the working classes could obtain a liberal, practical education.

“...a new college open to all **regardless of wealth, race, or gender...**and sharing research knowledge with **all lowans.**”



Why does it matter?

- Think it about it ...
- Full reflection of our communities
- What are we communicating?



JOIN US.

Checking In

How is everyone doing?

Questions thus far?



What is a nominating committee?

Required by Iowa Code 176A.8:

*"at least ninety days prior to the date fixed for the election of council members, appoint a nominating committee **consisting of four persons** who are not council members and designate the chairperson. The membership of the nominating committee **shall be gender balanced**. The nominating committees shall consider the **geographic distribution** of potential nominees in nominating one or more resident registered voters of the extension district as candidates for election to each office to be filled at the election."*

Extension staff and current council find ...



a Nominating Committee ... who then finds ...



Extension Council Candidates for the general election ballot

How do you identify 4 people for your **nominating committee?**

- Use your staff as well as program specialists to identify individuals
- Ask community leaders from organizations likeminded and representative – not just who and what you know
- Look to HR departments of manufacturing/industry, guidance counselors, translators, CPA firms, etc.
- Consider your strategic initiatives: Who could help you find the person who can help with your county's initiatives?
- Avoid your "usual suspects" and what you've "always done"

Extension staff and current council find ...



a **Nominating Committee** ... who then finds ...



Extension Council Candidates for the general election ballot

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a Nominating Committee ... who then finds ...



Extension Council Candidates for the general election ballot

Recruitment of council candidates should be ...

- Purposeful and deliberate
- Future-focused
- Dynamic and ongoing

Who to recruit as candidates?

- Individuals who respect the extension organization and how it serves lowans
- Candidates who are willing to serve and able to commit time for monthly meetings, committee meetings, and professional development
- Residents of your county who will help advance the efforts of ISU Extension and Outreach to reach and *serve all lowans*

Extension council candidates

General Election Candidate Qualifications – Non-Partisan Offices

Non-Partisan Office	U.S. Citizenship	Residence	Age	Term	Signatures Needed	Papers Filed In:
County Agricultural Extension	Citizen at the time of the election. [§39.26]	Iowa resident at the time of the election. Registered voter of the district when sworn in. [§39.26, 176A.5]	18 at the time of the election. [§39.26]	4 years	25 from the extension district. [§176A.8(3)]	County Auditor's Office

(Five candidates will be elected in 2022.)

Checking In

- How are you doing?
- Any Questions?
- How about a selfie?



What's the timeline?

- Form your nominating committee in March/April
- Nominating committee meets April/May
- Potential candidates approached May/June
- Affidavit of Candidacy and required Nomination Petition (25 signatures) to county auditor's office by **Wednesday, Aug. 31 at 5:00 p.m.**
- General Election is Tuesday, November 8, 2022

Resources

<https://www.extension.iastate.edu/countyservices/council>

IOWA STATE UNIVERSITY
Extension and Outreach

County Services

Home About Us Finance Human Resources Programming **Council** Professional Development Awards

County Extension Council

Conversations with Councils
from 1910 Extension and Outreach

CONVERSATIONS WITH COUNCILS

Time Sensitive Resources

- [Two-Way Scorecard Communication Tool](#)
- [Resources Two-Way Scorecard Communication Tool](#)
- [Memorandum of Understanding](#)
- [Annual Extension Council Organization](#)
- [Become a Council Member](#)
- [Extension Council Elections: Instructions and Forms](#)

Resources

- [Extension Council Reference Manual](#)
- [Extension Council Reference Manual Appendices](#)
- [Iowa Code - Extension Council Operations](#)
- [Guide to Success: Let the journey begin](#)
- [Structured for Success](#)
- [Extension Council Reimbursement Form](#)
- [County Insurance Resources](#)

Training

- [Council Meeting Regulations](#)
- [Civil Rights Training Materials](#)
- [County Insurance](#)
- [Benefits of Iowa Extension Council Association](#)
- [Employment Law](#)
- [Extension Council Fiduciary Responsibilities](#)

Time Sensitive Resources

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Practical Steps

- Seek suggestions from staff
- Key contacts at partnering organizations
- Clients who have participated in Extension programs
- Local service organizations
- People with significant civic engagement – Nomination Committee members
- Friends with connections to community networks outside yours

Takeaways

ACT NOW

Old methods will not open new doors

Find a champion for your nominating committee

Community Focus – Get out in your community