



# Change Agent States for Diversity and Engagement

The Change Agent States Project, initiated by Cooperative Extension, is a catalytic step in beginning the transformation of the land grant system. It is a consortium of land grant institutions in fourteen states\* bringing the needed technical skills and training to each of the member states. Through this multistate collaborative approach, the consortium is developing successful models & systemic change strategies to support greater diversity & welcoming climates throughout the system.

## Project Goals:

- \* To build the capacity of the land grant system to function inclusively and effectively in a multicultural world;
- \* To set standards and implement a vision for supporting healthy, thriving, culturally diverse communities through Extension, research and academic programs.

## Project Objectives:

1. Establish a national mechanism to support ongoing, sustainable change in Cooperative Extension and its research and academic partners in the land-grant system.
2. Enhance effective state leadership for addressing diversity issues.
3. Improve the diversity profile of employees, volunteers and clientele at county and state levels.
4. Foster a system that values differences.
5. Manage diversity skill development.
6. Establish strategic diversity management.

This ambitious project aims to accomplish the stated objectives, making significant progress toward the vision of a land-grant system which mirrors our multicultural society, demonstrates skills in managing diversity and provides leadership for communities to address cultural diversity.

## Project Framework for Change:

The project states use a framework that includes the following components in their system change process:

### • Leadership Development

Extension administrators, project coordinators and other selected leaders from the project states participate in strategic leadership for diversity workshops to identify state specific goals for change. Follow-up implementation strategy sessions have been or will be held in each state.

### • Diversity Coordinators

The project provides training and support for the state coordinators to manage and facilitate the change process with their catalyst teams by sharing strategies and resources among the participating states.

### • Diversity Catalyst Teams

Each state has a catalyst team as the state level work group for coordinating and implementing organizational change on diversity.

### • Assessments

- √ Demographic Profile Assessment in each state (repeated after 5 years).
- √ Diversity Climate Survey conducted in each state (repeated after 5 years).
- √ Research based project evaluation conducted for each group of states.

<http://www.casd.cornell.edu>

\*CASD States - Arizona, Colorado, Missouri, New York, North Carolina, North Dakota, Pennsylvania,  
CASE States - Delaware, Idaho, Louisiana, Mississippi, New Mexico, South Dakota, Washington

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