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**Integrating Diversity/Multiculturalism and Civil Rights into Michigan State University Extension’s**

**Institute Logic Models**

**Guiding Questions**

**Inputs**

What are resources available through MSUE or MSU related to Diversity, Multiculturalism, and Civil Rights?

Who are the resource persons providing assistance, training, and consulting regarding Civil Rights and Diversity/Multiculturalism?

Who are my diverse community partners?

Who provides diversity to your advisory councils?

What professional development opportunities related to Civil Rights and Diversity/Multiculturalism are available?

In what ways is the Civil Rights Review system impacting my individual and county work plans?

What demographic information is informing my outreach and programming efforts? Where are the “gaps” in that information?

Who are my “cultural connectors” or “cultural bridge builders” in my networks?

In what ways is Civil Rights, Diversity and Multiculturalism present in your work plan?

**Outputs (Activities)**

In what ways do my programs and trainings include diverse community members?

What accommodations do I make to include diverse community members?

Where do I or how do I advertise in an effort to ensure participation from diverse community members?

What diverse networks have I established to ensure a broad outreach to diverse community members?

In what ways might the translation of materials and other multi-lingual supports provide access to my programs and services?

Where are my programs held to help ensure the participation of diverse community members?

Who are my community partners that assist me in reaching diverse community members?

In what ways might my program, curriculum or training need to be adapted to reach a more diverse audience?

**Outputs (Participation)**

Who participates in your programs regularly and which segments of your community are still underrepresented?

What diverse segments of your community have you targeted for greater participation or inclusion?

What diverse community organizations, agencies and faith based organizations are included in your outreach efforts for participation in your programming and services?

What are some “promising practices” that I have seen or that have been documented in my community or academic discipline that I can try to implement locally to ensure diverse community participation?

What can I learn from local individuals or organizations whose programs and services reach diverse community members?

How can I help to ensure that diverse community members see my programming and outreach to be open and relevant to their needs and communities?

What specific goals have I set for myself or my programming efforts that provide one measure for the success of my efforts?

**Outcomes/Impacts (Learning)**

What have been some of the “lessons learned” that I more conscious of when working to better meet the needs of underrepresented audiences in my community?

What have I learned about myself and the ways that I might better meet the needs of diverse community members through my programming and outreach?

What additional learning would be helpful as I continue to improve my outreach, programming and teaching to diverse audiences?

What additional resources do I need to continue to effectively reach more diverse audiences?

What additional networks do I need to connect with in order to reach more diverse audiences?

How have my efforts aligned with MSUE”s compliance to Civil Rights mandates?

What new skills or cultural competencies am I developing as I work to ensure the inclusion of more diverse audiences?

In what ways am I intentionally documenting my efforts to be more inclusive in my outreach and programming?

**Outcomes/Impacts (Action)**

In what ways have my marketing and advertising techniques changed to include participation from more diverse community members?

In what ways has my programming and educational approaches changed to better meet the needs of diverse community members?

What changes have I made to the process and content of my programs that has helped to improve participation and critical feedback from diverse community members?

In what ways have I changed, modified or adjusted curriculum to better meet the needs of diverse participants?

How am I partnering differently to include more diverse audience participation?

What “lessons learned” have I implemented to better meet the needs of underrepresented audiences in my community?

**Outcomes/Impacts (Condition)**

How have I seen trust being developed and sustained with diverse community members?

How do diverse individuals access or engage with my programming and services and see them as vital to the sustainability of their communities, families and institutions?

In what ways has MSUE and my programming/educational efforts added value to the current assets which exist in the diverse communities I am engaged in?

In what ways do diverse community members who have participated in my programming advocate or are asked to advocate on behalf of MSUE?

As a result of my work, how is MSUE seen as a “go to” /first level resource by diverse individuals and communities in the state?

How has my work with diverse communities impacted my research, publications and other academic pursuits?

In what ways has my work helped to inform and change MSUE’s organizational policies, practices or culture to more authentically exist within and work with diverse communities?