

SR CRD PLN Meeting Minutes

August 25, 2020

Attendees: Stacy McCullough, Brent Elrod, Steve Turner, Russ Garner, Scott Senseman, Sreedhar Upendram, Mike Wilcox, Alison Davis, Ed Jones, Keith Coble, Crystal Tyler-Mackey, Joy Moten Thomas, Rachel Welborn, Brian Whitacre, Michelle Eley, Tiffany Ellis Williams, Susan Jakes, Gill Finley, German Ramos, Iris Crosby, Dan Kahl, Jimmy Henry, Mark Waller, Adam Hodges, Sandra Thompson, Matt Ulmer, Yolanda Toro, Trevor Hylton, and Kim Holmes

Meeting called to order at 12:31 pm by Alison Davis. Participants introduced themselves.

Administrative Update by Ed Jones:

- Gary Thompson is now the Executive Director of ASRED and is replacing Young.
- The 1890 Land Grant Universities have invited the region to join an upcoming webinar to celebrate the 130th Anniversary of the Second Morrill Act on August 31st.
- We are on the cusp of an \$80 Million Stimulus Bill. There is still some hope but it is a long shot at this point.
- The NEDA Meeting next month will be virtual and focus on two topics: COVID-19 and Racial Injustice. Discussions will ensure around what Extension needs to be doing in response to COVID-19. Space is limited to two people from each institution.

NIFA/USDA Update by Brent Elrod:

- NIFA is planning to increase the number of Program Specialists
- The new Division Director for the Institute of Youth, Family and Community, and his new supervisor is Suzanne Stluka. The hope is to be able to introduce her to this group soon. If there is a programmatic need, please reach out to him first.
- SBIR is now back with him.
- There was an AFRI funding announcement related to Workforce training but it is now closed; Hopefully, some CRD team members applied.
- A search is underway for the next Director of SRDC, so we acknowledge the work of Dr. Turner.
- Vacancies are still being filled so please review. Qualified individuals are encouraged to apply or please forward the vacancies to qualified persons in our networks.

Update by Michael Wilcox

- There are 5 current or former NACDEP Presidents in the session.
- NCRCD; Waiting for the official announcement regarding the Center's move to Purdue. We are already writing grants.

- There is ongoing work to build a regionally representative socio-economic data set that will hopefully promote more collaboration across research and Extension; also hope to expand collaboration to other regional Development Centers
- Working on a Community Development Library and will co-brand it. The goal is for professionals to have access to peer-reviewed curricula and other resources of high quality.
- Two upcoming professional development opportunities: North Carolina and North Carolina A&T are collaborating with the Extension Disaster Education Network Annual Meeting, which is online on September 22–25, 2020.
- FALCON, or the First Americans Land-Grant Consortium is going online as well on the 22nd or 23rd; this is hosted by the Native American Land Grant Universities.

SRDC Update:

- Ongoing Programs include:
 - o SERA 47: Local Food Systems
 - o Broadband Access and Adoption
 1. NDEET
 2. 4-H Digital Ambassadors
 3. Tech Change Makers Initiative
 - o CTRU – Map shows participation by state in 2018 and 2019
 1. Trainings were also funded by a grant from the Walmart Foundation
 2. On Thursday, will deliver some trainings for administrators
 - o Heir’s Property – Most of the group is from the South but there are others who have expressed interest around the nation.
 1. Listserv has been created with 87 LGUs, non-LGUs and non-profits
 2. Created 5 working teams
 3. USDA/AFRI proposal submitted; The Racial Wealth Gap
 - o Some Priorities moving forward:
 1. Wal-Mart’s CREATE BRIDGES initiative
 2. USDA Office of Partnership and Public Engagement (OPPE)
 3. SR PLN Partnerships
- NC Regional Center will move to Purdue on September 1
- SRDC Director search continues
- RRDC Funding
 - o FY2020 is approximately \$2 million (SRDC receives \$474,880)
 - o FY2021 is approximately \$2 million; currently in House budget.

NACDEP Update:

- There are two reps to NACDEP; Dr. Susan Jakes and Dr. Michelle Eley.
- There are some website issues that will be fixed before membership renewal period.
- Asking civil rights questions to better understand our membership and address their needs as much as possible.
- If we have to go to a hybrid conference, it will be in Coeur d’Alene, Idaho. We are encouraging non-members in this meeting to join NACDEP!

- Award announcements are coming up and should be released soon.

Comment from Eley: Continuing to provide serve to the region. Would love to hear ideas from NACDEP related to how to continue to build capacity in the 1890 Region.

- Crystal is Secretary for NACDEP and Stacy is Historian for NACDEP.

Afternoon session reconvened at 2:30 pm.

- Reviewed minutes from the July meeting. Motion made by Susan Jakes to approve. Seconded by Ms. Joy. Motion carried.

Plan of Work

- Group generated a list of accomplishments to report later in the week:
 - o Multi-state CRD 101 training was held.
 - o Around the South Newsletter has been issued and maintained.
 - o A housing webinar was held.
 - o Workshops were delivered on the Census and Resilience.
- Noted that there is one other POW item was related to how the 1890s and 1862s could better engage and work together.
- Group discussed the PowerPoint slides and arrangement of content therein.
- Group edited the Plan of Work Task Sheet:
 - o Alison Davis added a line item for "Civic Dialogue around D.E.I."
 - o Members will continue to report on Indicators (General Indicators and COVID related Indicators)
- Observation made that it was a challenge to create the presentation for PLN because there were a lot of topics discussed at monthly meetings that weren't captured in the indicators.
- Suggestion made to start with a list of topics or activities and allow each state to check off which they have contributed to or participated in.

Indicators Report Update

- For the regular report, 14 Universities reported
- For the COVID report, one university's submission was missing.
- Group discussion of how to improve the report, including having a bulleted list of programs/activities on the front page and the vignettes on following pages.
- SRDC will post the impact videos once they are cleaned up.
- Alison Davis asked if there are volunteers willing to work on the COVID front page. McCullough, Jakes and Ms. Joy volunteered to serve.
- Discussion of Webinars:
 - o Concern expressed with low participation
 - o Group agreed not to pursue if there is no serious interest.
- Other topics in the minutes that we may need to consider include D.E.I. and technology platforms.

Group discussion regarding Civil Dialogue work:

- Welborn shared that there will be three 90-minute sessions held later in the week.
 - o Will start with a basic knowledge of race and racism
 - o Will include conversations about train the trainer sessions this fall.
 - o If there was a national training, what would an aligning budget look like?
- Group discussion around those who have launched statewide programs in this area and their lessons learned.
 - o The alignment of work with organizational power or the lack thereof
 - o Some CRD units have no agents so the CRD specialist has to work with agents in other programs who have interest to take the content to the communities.
 - o Trust issues internal to organizations that could slow down progress.
 - o Need for more training for Extension staff but not force them into situations where they might experience more harm than good. (Who will have their backs if they make a mistake? This is a very sensitive area of work.)
 - o Great need in these community conversations for “listening for understanding” and understanding that “No one has all the answers”.
 - o Welborn noted that of all the people who have been trained in CTRU, only about ¼ or 1/3 have been CRD staff because the training cuts across all programs. There is also a research team following this work. It would be helpful for CRD staff to join that work.
 - o In cases where internal work is slow to move forward, suggestion was made to start with building capacity internally because to do otherwise may do more harm than good. Build a larger group that includes internal and external members who can do the work at a larger level.
 - o Observation made that young people of diverse backgrounds are asking organizations like Extension to move faster. The challenge is that some decisions have to be made at a higher level before such movement can occur.
 - o 4-H is trying to do some work around racial justice. FCS is as well.
 - o Consensus reached that a training for internal Extension personnel should occur.

Meeting adjourned at 4:02 pm.

August 26, 2020

Continuation of CRD PLN Meeting

Attendees: German Ramos, Alison Davis, Rachel Welborn, Susan Jakes, Russ Garner, Stacy McCullough, Mark Waller, Joy Moten Thomas, Dan Kahl, Jimmy Henry, Crystal Tyler-Mackey, Gill Finley, Adam Hodges, Iris Crosby, Matt Ulmer, Kim Holmes, Michelle Eley, Sandra Thompson, Trevor Hylton, Tiffany Ellis-Williams, Sreedhar Upendram, Doze Butler and Chris Cribbs.

Meeting called to order at 9:02 am

Rachel Welborn asked all attendees to ensure that their contact information is accurate, especially if you are new to the network.

Regarding the Plan of Work, the major item to discuss is what will be implemented related to civil dialogue. There was also a prior suggestion related to review of technology platforms.

Other agenda items:

- State Report Out
- CRD Officer nominations, including NACDEP Nominations

NACDEP Nominations Discussion

- Reviewed what NACDEP is and who it serves, Annual Conference, Membership dues and period of enrollment.
- Observation made that there have been a lot of past Presidents in the group.
- It is possible to move up from a committee member to Committee Chair and then to the Board.
- There is also one Board Meeting per month and a Fall Retreat.
- Presidents have additional travel to participate with JCEP and to promote their conferences. There are NACDEP funds to support that travel.
- The goal of the Board is sustainability of the NACDEP organization. Other goals include making the website easier to navigate.

SR PLN Leadership

- Need a President-Elect, Secretary, and an 1890 Representative, along with a number of openings on working committees.
- Secretary role is a three-year term. Group is trying to rotate between 1890 and 1862 representatives. This position is asked to take notes at the bi-monthly PLN calls as well as at the annual PLN Meeting.
- The Vice Chair step into the Chair role in the absence of the Chair.
- The 1890 representative would have a two-year commitment.
- Group discussion held on suggestion of changing terms to one year and scope of roles.
- Sreedhar Upendram volunteered to serve as Secretary.
- Rachel Welborn made a motion to move Secretary to a one year term and Chair and Vice Chair to two year terms; and try to rotate between 1890s and 1862s.
- Motion seconded by Crystal Tyler-Mackey.
- Motion carried.
- Rachel Welborn nominated Joy Moten Thomas to serve as Vice Chair.
- Susan Jakes seconded.
- Unanimous vote; motion carried.
- Dan Kahl nominated Sreedhar Upendram to serve as Secretary for a one year term.
- Stacy McCullough seconded.

- *Unanimous vote; motion carried.*

Alison Davis introduced need for an 1862 PLC Representative.

- Mark Waller shared a description of the role as an 1890 representative.
- It is a three-year term.
- *Stacy McCullough nominated Dan Kahl for the PLC.*
- *Sreedhar Upendram seconded.*
- *Unanimous vote; motion carried.*

Civil Dialogue Discussion

- It is critically important to have Director/Administrator support because the work can stop if you don't.
- Suggestion made to put systems and processes in place that allow youth voices to be included in the conversations at the state and local levels.
- Question: How are we facilitating difficult conversations or trainings that dig deeper into issues after CTRU is over?
- Question: Are we collecting data along the way during training sessions?
- Rachel Welborn share a PowerPoint to help clear up what CTRU is and is not. She also shared a link to *Competencies Framework for Civil Dialogue around Race Relations*: civildialogue.extension.org/competencies-framework
- Alison Davis made a suggestion of hosting a CTRU training just for CRD personnel.
- Group support was expressed for a virtual training of this type.
- Crystal Tyler-Mackey shared the format used for virtual trainings in her program (three 90-minute sessions).
- Gill Finley expressed the importance of the difference between diversity and racial equity as well as the importance of understanding what is meant by inclusion.
- Michelle Eley emphasized the importance of each training participant understanding what they are responsible for based on position in the organization. Also, each person should examine policies and practices that they manage in their role and position.
- Rachel Welborn shared that SRDC has resources online and eXtension has a D.E.I. (Diversity, Equity and Inclusion) page to that might be helpful to such training.
- Group reviewed the D.E.I. section of the eXtension website.
- Crystal Tyler-Mackey suggested including a racial equity training in the Plan of Work.

Wrap Up Topics

- Stacy McCullough will moderate the afternoon session at 1 pm.
- ANR requested a few minutes to join our group to discuss virtual learning and how programs are evaluating effectiveness. The email from ANR will be share with the group.

Session adjourned at 11:04 a.m.

Stacy McCullough reconvened group at 1:07 p.m.

- Group focused on finalizing the P.O.W. and other accomplishments. Also, there was consensus to use P.O.W. items to contribute to SRDC's Around the South newsletter.

2020 -2021 Newsletter Schedule of Possible Authors

- o October: Crystal/Susan
- o November: Susan
- o December: Stacy
- o January: Jimmy
- o February: Sreedhar
- o March: Gill/Dan/Alison
- o April: Mark Waller
- o May: Joy
- o June: Iris
- o July: Alison
- o August: Ken Robinson

Question: How far in advance do you need the submissions? Katherine usually wants things a few weeks ahead but she will give you guidance in plenty of time to submit.

Follow-up Discussion Regarding ANR Email

- Joined virtually by Michael Buschermobile from ANR
- Specifically looking at how we can capture impacts from virtual programming
- Looking at charging Regional Directors to create a working group
- Will submit this as an action item for the Southern Region Directors/Administrators
- *Motion made by Dan Kahl for CRD to support the creation of a working group on this issue.*
- *Motion seconded by Matt Ulmer*
- Action Requested: Create a SR working group to determine best practices in virtual program delivery, challenges, and evaluation/impact reporting. This may require travel funds, when travel becomes an option.
- Volunteers to represent CRD? Kim Holmes, Joy Moten Thomas, and Sreedhar Upendram
- The Working Group is to be formed by October 2020.

Return to Plan of Work Action Items

- More discussion held on CTRU related training.
- Changed Action Items to:
 - o Hold CRD committee experiential learning dialogue related to racial understanding and action planning sessions.

- Host CRD session to understand components and expectations of CTRU's past and present efforts.
- Explore training opportunities around CTRU and other models around racial understanding.
- Suggestion made to hold these training meetings in months opposite the CRD PLC meetings
- Joy Moten Thomas shared that the 1890 sub-group held their first networking session. The group will develop a Qualtrics survey to identify activities where the group can build capacity to support each other.
- Group consensus was to move schedule to 1 pm EST/Noon CST;
- New Quarterly meeting dates:
 - October 14th
 - December 9th
 - February 10th
 - April 14th
 - June 9th
- *Matt Ulmer made a motion to accept the P.O.W. as presented in its updated/current form.*
- *Crystal Tyler-Mackey seconded.*
- *Motion carried.*
- Group reviewed slides for the PowerPoint presentation once more.
- No action items were to be presented to AEA/ASRED from the CRD PLN.
- Dan Kahl shared (as a follow-up to an email distributed on broadband capability) that the KY Extension Director initiated a survey of capacity of all county offices to deliver wifi. The results were sent to the Director on yesterday.
- Rachel Welborn shared an ECOP Monday Minute initiative related to collecting broadband data; asked for all states to respond.
- Two new participants joined the Zoom session: Dr. Doze Butler, Dean of UAPB and Chris Cribbs.
- Sreedhar Upendram shared that the Dean of University of Tennessee position is now open.
- Kim Holmes shared that the Alabama Cooperative Extension System Director at Auburn University position will be opening soon.
- Jimmy Henry shared that CED Agent positions are open at PVAMU in Houston, Beaumont and Prairie View, Texas.

Motion to Adjourn 2020 SR CRD PLN Meeting made by Susan Jakes. Seconded by Dan Kahl.

Meeting adjourned at 2:36 pm.