



Youth, Families, Community

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Diversity, equity and inclusion gain ground in the Land-Grant University System

The social uprising that came on the heels of the murders of George Floyd and Brianna Taylor was compounded by increased reports of gender discrimination on college campuses and the isolating circumstances behind COVID-19. Land-grant universities across the country took action to create positive dialogue and affect change.

Successful examples include:

- University of **Kentucky** 4-H professionals joined with the College of Agriculture Food and Environments Office of Diversity to create Critical Conversations, giving youth a virtual platform to discuss difficult issues. This project led to the creation of the Social Justice Leadership Board, where 90% of youth participants say they feel empowered to create change in their communities.
- In **Indiana**, Purdue University introduced Navigating Differences, a cultural competency training program created by **Washington** State University. Among those participating were more than 600 employees of the Indiana Public Library System, of whom 78% improved their recognition of how power, privilege, and oppression may affect their work with people from cultures other than theirs; 76% improved how motivated they feel to act to build their cultural competence and 69% improved their understanding of the barriers to intercultural communication.
- Researchers at **New Hampshire** Agriculture Experiment Station are considering how the state's population is quickly growing more ethnically and racially diverse, giving their youngest residents opportunity to enhance interracial relations, widen friendship networks, and prepare them for life in an increasingly diverse state and nation.
- Professionals at the University of **Arkansas** at Pine Bluff, a historically Black land-grant university, took a close look at ways to improve the mental health of racial minorities populations, many of whom have more fear, anxiety and stress than their Caucasian counterparts. They are exploring ways in which self-

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care activities, complemented with creative sewing, craft and mentoring can improve health concerns among seniors.

- Before 2015, the University of **California** Cooperative Extension's Agriculture and Natural Resources 4-H programs did not represent the state's Latino population. Thanks to a \$2 million grant to focus on a 4-H Latino Initiative; professionals adapted and implemented more culturally relevant and responsive programs to address Latino youth needs; the number of Latino youths participating grew expansively. In 2019, Latino youth made up 47% of the total number of enrolled 4-H'ers.
- When correctly installed and used, child car seats reduce the risk of death. In **Georgia**, seatbelt observations showed 66% of all passenger fatalities age five years and older were unrestrained. Tattnall County is a rural community with a high Hispanic population, which has little knowledge of the use of car seats and the stages of seats for children. Therefore, University of Georgia Extension agents provided 100 children in the Hispanic community with safe car seats at 15 classes in 2019-21. After parents completed the educational classes, they demonstrated 100% ability to correctly install child seats in a vehicle.