

Diversity, Equity, and Inclusion: Moving from Reflection to Action
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The new year is a time for reflection on the past and planning action for the future. 2020 brought us a global pandemic that exposed horrendous health inequities. The killing of George Floyd by police sparked a global movement to address racial inequities. In recognition of the importance of these and other social justice issues, Extension is increasingly engaged in conversations around topics such as Diversity, Equity and Inclusion (DEI). The good news is that we in Extension CAN make a difference.



Through reflection and action, each of us can promote DEI efforts within our own spheres of influence. We can reflect on what each term means to us and identify strategies to promote them within our environments. For example, we can ensure diversity by reaching a variety of audiences. We can promote inclusion by not only ensuring diverse people are represented in our programs but also making sure they have a voice. Inclusion can be achieved by involving clientele in the program development process by asking what information is relevant to them and how they prefer to receive information. And lastly, we can increase equity. Addressing issues of equity involves identifying disparities and then implementing practices or policies to create equal access to opportunities. Within Extension, equity can mean being intentional about increasing the number of diverse faculty and staff in our organization, as well as in leadership positions.

While these are just a few examples of how we can promote DEI efforts, it is important for each of us to first reflect and then think about what actions we can take to create a more just and equitable world. Remember, we CAN make a difference.

A blue rectangular graphic with white and orange text. On the left, a white box contains the word "Embrace" in white and "Diversity" in blue. Below this is a yellow bar with "Diversity" in blue, and a row of five colored squares (pink, green, blue, purple, orange). On the right is the NEAFCS logo, featuring a stylized white 'n' with three figures below it and the text "NEAFCS" in white. At the bottom, the text "Excellence in Diversity, Equity, and Inclusion Scholarship" is written in white, followed by "(EDEIS 2020)" in white and "LEARN MORE" in large orange letters. A hand icon with a white sleeve is pointing at the "LEARN MORE" text, with concentric circles around the hand.