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| **What changes will you make to increase engagement of underserved (diverse race, gender, age, ethnicity, or military veteran) audiences?** |
| **Changes in outreach** | **Changes to improve capacity within my organization** | **Efforts to develop my own cultural awareness and identity** |
| Approach high schools in Nassala NY and Queens NY with ag programs | Recruitment among underserved and unrepresented candidates | Continuous education and inquiry on a personal level |
| Develop more story-based curriculum | Contact with refugee/immigrant populations | Take advantage of opportunities to develop relationships with immigrant populations |
| Investigate to identify underserved audiences in Ulster County | Pull in nutrition staff (Spanish speaking) who have ag capacity | Shut up and listen (read blogs written by others) |
| Outreach to farmworkers organizations | Collaborate with other programs that have bi-lingual staff | Search out opportunities to listen to growers from other cultures |
| Fit our program outreach in agendas at various organizations in underserved communities | Include or reach out to underserved audiences for participation in our committees or board | Get to know community leaders in underserved communities and learn more so I am aware of more and understand more. You don't know what you don't know |
| Work with libraries and community groups to determine what immigrant groups could be worked with | Explore and potentially develop a clearing house for educational materials. | Explore and potentially develop a clearing house for educational materials. |
| Reach out to ESL classes, social service organizations | Let others know about the potential for new participants | Try to think of potential participants from different demographic groups |
| Continue to build our network of key allies for more targeted outreach to understand communities | Encourage staff to access cultural diversity engagement training, continue to have internal conversations around engagement and inclusion, and reassess hiring practices to engage a wider applicant pool | Continue to travel; engage in diverse groups (I'm on board of Urban Farming Institute - all African American); continue to reflect own bias and prejudice or power/privilege |
| Promote projects and opportunities at vet agency. Research statistics to understand the population I serve | Seek funding needed to better serve needs | Understand goat meat consumer preferences, holidays, etc. |
| Make sure there is always a gender balance in our workshop presenters and farmer mentors. | Support efforts to bring in facilitator to catalyze this conversation within, and create an action plan | Support efforts to bring in facilitator to catalyze this conversation within, and create an action plan. |
| Talk about trying to integrate bilingual component to at least 1 of our winter workshop series. | November staff and board will be going through cultural diversity training. | Ongoing training as well as conscious efforts made to work with immigrant farmers |