

# Human Sciences Extension and Outreach

## REGIONS 11-12-20

### OCTOBER NEWSLETTER 2023

## OUCH! That Stereotype Hurts

Labor relations managers at John Deere, Moline plant, Cylinder and Seeding divisions, reached out to Human Sciences Extension and Outreach to explore on-board training for their employees, who are returning to work from company shut down.

Barb Dunn Swanson, Human Sciences Family Wellbeing Specialist, delivered 15 OUCH programs for over 540 John Deere employees in July and August 2023. Employees lived in Illinois and Lee (1); Scott (78); Clinton (9); Cedar (2); Muscatine (2) and Dubuque (1) Counties in Iowa. 306 evaluations were completed representing a 56% return rate.

Participants indicated a better understanding of:

- The impact of stereotypes and biased statements. - 97%
- The common reasons people sit silent in the face of bias and stereotypes. - 97%
- How to use the 4 A's of communication recovery. - 96%

As a result of participating in the training, participants will

- Be considerate of other people's feelings
- Use the six strategies
- Confront disrespectful behavior
- Listening to people more
- Apologize differently
- Not judge people or assume
- Be more aware of the things said to avoid stereotyping
- Say Ouch

97% felt the presenter created a respectful climate for discussion.

Participant comments included:

- This was a great training.
- Amazing presentation.
- Always approach things by putting myself in someone else's shoes.
- Thank you for new strategies.
- Great job and very impactful.

## QUESTIONS?

**Have a home and family question?**

Call AnswerLine at (800)-262-3804 or email [answer@iastate.edu](mailto:answer@iastate.edu)

**Have a question on a different topic?**

Submit to [Ask an Expert](#). We'll send it to someone in Extension to answer it. A response will be sent to your email address. Be sure to include any relevant details in your question.

## PROMOTE PROGRAMS

Make promotion easy using the ready-made pieces in the [Human Sciences Marketing Materials](#) folder.

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## Your Human Sciences Specialist Team

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Learn about upcoming events and programs on the **Human Sciences Website**.

## Human Sciences Events

### ServSafe® Certified Food Protection Manager

Muscatine- October 3

Maquoketa- October 10

Tipton- October 17

Manchester- October 17

Hiawatha- October 23

### ServSafe® - Food Handler Training

Davenport- October 6

### Powerful Tools for Caregivers

Class Leader Training, October 16-20

Elkader, October 4 – November 8

### A Journey through Parkinson's Disease

Virtual- October 10, 17, 24

### Question. Persuade. Refer. (QPR)

Virtual – October 10 (Private)

### Preserve the Taste of Summer

Fermentation: Hiawatha - October 11

Fermentation: Muscatine - October 12

Fermentation: Delhi - October 19

Fermentation: Maquoketa - October 30

### Raising School Ready Readers

Vinton (Teaser Session) – November 2

### Basic Money Management

Cedar Rapids- October 5 and 12

Cedar Rapids- October 23 and 30

Dubuque- October 3 and 10

### Stay Independent: Spot, Stop, and Avoid Fraud

Sabula- November 2

### Child Care Provider Training

Food Safety Escape Challenge

Tipton- October 7

I Only Want a Peanut Butter Sandwich

Dubuque- October 26

### Passport to Early Childhood Education for Program Administrators

Online- October 4, 11, 18

### Environmental Rating Scale

SACERS, Virtual- October 5, 12, 19, 26

ECERS-3, Virtual- October 3, 10, 17, 24

ITERS-3, Virtual- November 6, 13, 20, 27

### Growing Up Wild

Center Junction- October 4

Toddville- October 14

### Small Change: Building Financial Security for Educators

Virtual- November 1



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