

## **Importance of Diversity**

### **Nominating Committee and County Extension Council**

#### **Diverse Nominating Committees and County Extension Councils**

- Bring different life experiences to anticipating emerging issues and trends.
- Create new opportunities to act in catalytic ways and build relationships.
- Position extension and outreach in the county for the long haul.

#### **The Nominating Committee**

- The committee should include two male members and two female members.
- The committee's members should be diverse according to geography, age, occupation, ethnicity, and perspectives.
- The nominating committee's objective is to select county extension council candidates who represent the diversity in the county population.

#### **The County Extension Council**

- With nine members, a county extension council has the potential for greater diversity than a four-member nominating committee.
- Members should be diverse according to race/ethnicity, national origin, gender, age, geography, occupation, and perspectives. ISU Extension and Outreach's justice statement<sup>1</sup> is a good reference for diversity criteria and answers questions regarding discrimination.
- Consider candidates from occupations outside of traditional extension programming areas.
- Consider candidates from extension partnering organizations.
- Select open minded people known for their thinking ability, originality, and ability to collaborate.
- Select candidates willing to make a commitment.

#### **Techniques to Achieve Greater Diversity**

- Determine county demographics, characteristics, and trends by analyzing Data For Decisions Makers, County Population Profiles and Census Data located at the ISU Extension and Outreach [Indicators Portal](#)
- Review your county's geographical population distribution.
- Develop criteria for characteristics, qualifications, and qualities of desirable candidates.
- Review the ISU Extension and Outreach justice statement.

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