



Diversity Guidelines for IEHA Clubs

The directive handed down by the Department of Agriculture in the fall of 2002 states: Data and documentation on Extension Homemakers Club integration membership by race, and efforts to improve integration and minority participation levels reveal the need for an increased effort to achieve balanced participation and civil rights compliance. A review of the data on club integration and membership by race shows a significant proportion of non-integrated clubs. Minority membership is substantially below parity. **“All reasonable efforts”** needs to be made in all counties and a record of efforts made is required to be retained for audit purposes, in the event of an audit in the future.

GUIDELINES:

1. Make use of the Diversity Plan of Action in our blue books.
2. Names with “ette” should be looked at closely to be sure that they are not gender oriented.
3. When forming a new club or renaming an old club, names should be chosen that would be attractive to whomever is considering joining.
4. Keep an IEHA Report file in each county office of all efforts made to fulfill directive.

It is the policy of the Purdue Cooperative Extension Service, David C. Petritz, Director that all persons shall have equal opportunity and access to the programs and facilities without regard to race, color, sex, religion, national origin, age, marital status, parental status, sexual orientation, or disability. Purdue University is an Affirmative Action Employer.

Because we get information from the extension services at Purdue and in the counties this statement should be included in our materials also.

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