Civil Rights Title VI: Federal Expectations for Board and Committee Diversity

Per Civil Rights Law, Title VI, Cornell Cooperative Extension (CCE) is compelled to address the interests of all New York residents without discrimination, and to take all reasonable efforts to reach out to, and include, traditionally underserved audiences. It is the responsibility of each of us to ensure equal opportunity for all to:

- influence program priorities
- have access to programs and opportunities at CCE
- benefit from opportunities at CCE

One fundamental aspect of this expectation is that Boards of Directors and Committees are approximately representative of the communities they serve in terms of race, gender, and ethnicity. Demographic information for each New York State county may be accessed here: http://quickfacts.census.gov/qfd/states/36000.html

Race, gender, and ethnicity information is gathered for all employees, volunteers, and program participants. The categories we use for collecting information for race, gender, and ethnicity are set by the Federal Office of Management and Budget.

Definition of "All reasonable efforts"
All reasonable efforts mean using routine, special, and creative approaches to encourage participation from diverse groups. It is expected that effort will increase in areas where it is difficult to reach various audiences. Examples of effort could include advertising in outlets known to attract diverse audiences, working with faith-based or other organizations which have been effective in reaching targeted audiences, personal phone calls or letters to potential volunteers or participants, developing and maintaining relationships with individuals who have the ability to reach targeted audiences.

Data collection categories
- **Race:** White, Black/African American, Asian, Native American (Indian or Eskimo), Native Hawaiian or Other Pacific Islander, and Other
- **Gender:** Male or Female
- **Ethnicity:** Hispanic/Latino or Non-Hispanic/Latino. [Ethnicity refers to country of origin or nationality. Currently the federal government directs us to collect this information only for Hispanic/Latinos. This includes individuals from Mexico, Spain, Cuba, Puerto Rico, South or Central America.]