V(A). Planned Program (Summary)

Program # 6

1. Name of the Planned Program

Civil Society

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
<th>%1862 Extension</th>
<th>%1890 Extension</th>
<th>%1862 Research</th>
<th>%1890 Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>805</td>
<td>Community Institutions, Health, and Social Services</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

V(C). Planned Program (Inputs)

1. Actual amount of professional FTE/SYs expended this Program

<table>
<thead>
<tr>
<th>Year: 2009</th>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1862</td>
<td>1890</td>
</tr>
<tr>
<td>Plan</td>
<td>0.7</td>
<td>0.0</td>
</tr>
<tr>
<td>Actual</td>
<td>0.7</td>
<td>0.0</td>
</tr>
</tbody>
</table>

2. Actual dollars expended in this Program (includes Carryover Funds from previous years)

<table>
<thead>
<tr>
<th></th>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1890 Extension</td>
<td>Hatch</td>
</tr>
<tr>
<td>Smith-Lever 3b &amp; 3c</td>
<td>26929</td>
<td>0</td>
</tr>
<tr>
<td>1862 Matching</td>
<td>26929</td>
<td>0</td>
</tr>
<tr>
<td>1862 All Other</td>
<td>13949</td>
<td>0</td>
</tr>
</tbody>
</table>

V(D). Planned Program (Activity)

1. Brief description of the Activity

2009 Idaho's Journey for Diversity and Human Rights included a two day workshop exposing participants to the Coeur d'Alene Human Rights Education Center, the Coeur d'Alene tribe's involvement in the brownfield clean-up of mining in the Silver Valley impacting Lake Coeur d'Alene and the environmental threats to the lake Pend Oreille from Eurasian Milfoil.

Civil Rights and Diversity trainings were delivered to ENP and EFNEP advisors and participants; BaFa BaFa and Starpower were used to simulate diversity issues for educators in Washington and Idaho; a number of faculty taught "Manner's Mishaps" and "Succeeding in the Working World" classes to more than 600 public school students.

2. Brief description of the target audience

Target audience is UI staff and volunteers, youth, educators, business people, community members and leaders, social service providers, state and local agencies, etc. Audience participates by attending the workshops.

V(E). Planned Program (Outputs)

1. Standard output measures
<table>
<thead>
<tr>
<th>Year</th>
<th>Direct Contacts Adults</th>
<th>Indirect Contacts Adults</th>
<th>Direct Contacts Youth</th>
<th>Indirect Contacts Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
<td>75</td>
<td>50</td>
<td>60</td>
<td>25</td>
</tr>
<tr>
<td>Actual</td>
<td>495</td>
<td>117</td>
<td>711</td>
<td>109</td>
</tr>
</tbody>
</table>

2. Number of Patent Applications Submitted (Standard Research Output)

Patent Applications Submitted

Year: 2009
Plan: 0
Actual: 0

Patents listed

3. Publications (Standard General Output Measure)

Number of Peer Reviewed Publications

<table>
<thead>
<tr>
<th>Year</th>
<th>Extension</th>
<th>Research</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Actual</td>
<td>1</td>
<td>1</td>
<td>2</td>
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</tbody>
</table>

V(F). State Defined Outputs

Output Target

Output #1

Output Measure

- Idaho's Journey for Diversity and Human Rights.

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Output #2

Output Measure

- Manners Mishaps.

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

Output #3

Output Measure

- Diversity workshops.

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>1</td>
<td>3</td>
</tr>
</tbody>
</table>
### V(G). State Defined Outcomes

#### V. State Defined Outcomes Table of Content

<table>
<thead>
<tr>
<th>O. No.</th>
<th>OUTCOME NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>O: People are aware that knowledge will help address diversity/inclusiveness issues: Number of Civil Society program participants</td>
</tr>
<tr>
<td>2</td>
<td>O: Participants change in knowledge, attitude and behavior related to diversity/inclusiveness: Surveys developed for each program</td>
</tr>
</tbody>
</table>
Outcome #1

1. **Outcome Measures**

   O: People are aware that knowledge will help address diversity/inclusiveness issues

   I: Number of Civil Society program participants

2. **Associated Institution Types**

   • 1862 Extension

3a. **Outcome Type:**

   Change in Condition Outcome Measure

3b. **Quantitative Outcome**

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>50</td>
<td>68</td>
</tr>
</tbody>
</table>

3c. **Qualitative Outcome or Impact Statement**

   **Issue (Who cares and Why)**
   Issues around cultural and class diversity are often difficult to discuss in a large-group setting without creating personal conflict among participants, because these issues require examples, which can be too real and emotional for many people. Diversity simulations were created in order to create a fictional 'reality' that provides examples for discussion in a safer environment.

   **What has been done**
   Starpower and BaFá BaFá are simulations designed to place participants in uncomfortable situations in order to allow them to experience some system of oppression. Both simulations allow participants to examine their belief systems surrounding issues of cultural or class discrimination and provide information for viewing such situations more compassionately.

   **Results**
   These workshops are very thought-provoking and often stimulate great discussion from participants, often painting me, the facilitator, as the antagonist, or the reason for their discomfort. Many participants compliment me on the activity, but there are always participants who don't like to be moved out of their comfort zones. I think these are the people that get the most out of the workshop.

4. **Associated Knowledge Areas**

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>805</td>
<td>Community Institutions, Health, and Social Services</td>
</tr>
</tbody>
</table>

Outcome #2

1. **Outcome Measures**

   O: Participants change in knowledge, attitude and behavior related to diversity/inclusiveness

   I: Surveys developed for each program

2. **Associated Institution Types**

   • 1862 Extension
3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>40</td>
<td>12</td>
</tr>
</tbody>
</table>

3c. Qualitative Outcome or Impact Statement

**Issue (Who cares and Why)**
Idaho has historically been home to a diverse group of people who have fought for equal and humane treatment under Idaho law. Unfortunately, few people who live in Idaho understand or know about the diversity of Idaho's past and present. Our goal is to teach about actual events where diverse people courageously fought to change the state's image and their people's identity.

**What has been done**
Team held a 2 day workshop for participants to learn about Idaho's past and present human rights issues. They learned about environmental efforts, about the "Forgotten War", when the Kootenai tribe declared war on the U.S. government (1976) and the war ended when President Ford signed a treaty. Participants toured the Human Rights Center in Coeur d'Alene, and the sturgeon nursery in Bonners Ferry. Extension provided transportation, speakers, meals, and materials.

**Results**
Evaluation data: All participants reported that their knowledge of people/events important to Idaho's challenges of diversity and human rights. All reported increased knowledge of past challenges ability to help us understand present day issues of human rights. All participants increased knowledge of successful strategies used in the past. All reported an increased ability to speak up or take action about human rights. All reported increased connections to others in Idaho concerned about diversity and human rights and all reported an increased commitment to helping address issues of diversity and human rights.

4. Associated Knowledge Areas

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>805</td>
<td>Community Institutions, Health, and Social Services</td>
</tr>
</tbody>
</table>

V(H). Planned Program (External Factors)

**External factors which affected outcomes**
- Competing Programmatic Challenges

Brief Explanation

V(I). Planned Program (Evaluation Studies and Data Collection)

1. Evaluation Studies Planned
   - After Only (post program)
   - Retrospective (post program)
   - Before-After (before and after program)

Evaluation Results

Key Items of Evaluation