The Change Agent States Project, initiated by Cooperative Extension, is a catalytic step in beginning the transformation of the land grant system. It is a consortium of land grant institutions in fourteen states* bringing the needed technical skills and training to each of the member states. Through this multistate collaborative approach, the consortium is developing successful models & systemic change strategies to support greater diversity & welcoming climates throughout the system.

**Project Goals:**
* To build the capacity of the land grant system to function inclusively and effectively in a multicultural world;
* To set standards and implement a vision for supporting healthy, thriving, culturally diverse communities through Extension, research and academic programs.

**Project Objectives:**
1. Establish a national mechanism to support ongoing, sustainable change in Cooperative Extension and its research and academic partners in the land-grant system.
2. Enhance effective state leadership for addressing diversity issues.
3. Improve the diversity profile of employees, volunteers and clientele at county and state levels.
4. Foster a system that values differences.
5. Manage diversity skill development.
6. Establish strategic diversity management.

This ambitious project aims to accomplish the stated objectives, making significant progress toward the vision of a land-grant system which mirrors our multicultural society, demonstrates skills in managing diversity and provides leadership for communities to address cultural diversity.

**Project Framework for Change:**
The project states use a framework that includes the following components in their system change process:

- **Leadership Development**
  Extension administrators, project coordinators and other selected leaders from the project states participate in strategic leadership for diversity workshops to identify state specific goals for change. Follow-up implementation strategy sessions have been or will be held in each state.

- **Diversity Coordinators**
The project provides training and support for the state coordinators to manage and facilitate the change process with their catalyst teams by sharing strategies and resources among the participating states.

- **Diversity Catalyst Teams**
Each state has a catalyst team as the state level work group for coordinating and implementing organizational change on diversity.

- **Assessments**
  √ Demographic Profile Assessment in each state (repeated after 5 years).
  √ Diversity Climate Survey conducted in each state (repeated after 5 years).
  √ Research based project evaluation conducted for each group of states.

*CASD States - Arizona, Colorado, Missouri, New York, North Carolina, North Dakota, Pennsylvania, CASE States - Delaware, Idaho, Louisiana, Mississippi, New Mexico, South Dakota, Washington

http://www.casd.cornell.edu

10-2005