

CULTURAL CHANGE

When asked if Coming Together for Racial Understanding caused participants to do anything differently in their culture, participants responded with comments describing these changes. Samples of these comments are provided below. These comments were categorized and used to create a survey which was distributed to a larger pool of participants.

Learning about new cultures; rethinking my cultural perspective:

- ✦ Being more aware of making sure visual elements (brochures, slides, media) reflect diversity
- ✦ More intentionality in the photos/art/exhibits at 4H Centers & offices, social media, & publications to ensure they reflect the diversity of audiences we serve

Normalizing conversations on race:

- ✦ More awareness that we in Extension need to do our own work
- ✦ Considering how this work becomes integrated rather than an "add on"
- ✦ Increased credibility in the community with new audiences
- ✦ Extension personnel making space/time for discussing race/race relations, bringing issues into the open and not "taboo" topics

Paying attention to individuals rather than making group assumptions:

- ✦ BIPOC colleagues are leading in several programs instead of being in the background of white educators
- ✦ Recognition that more learning and reflection is needed...



Lifting up new voices:

- ✦ Honoring & raising up the voices of target audience to frame the research/academic work; not imposing theories and framework based on white culture onto POC cultures
- ✦ Black participants expressed feeling heard in the dialogues and that their voices were valued
- ✦ White colleagues not as quick to ignore or sideline BIPOC colleagues who voice issues of inequity and exclusion