

## EMERGENT IMPACTS

When asked to identify overarching changes from Coming Together for Racial Understanding, participants identified the following emergent impacts across the four levels of change. Some impacts were identified through comments while others were provided through survey responses. Below are sample comments identifying emergent impacts at the Personal and Interpersonal levels followed by survey results identifying Interpersonal impacts from Coming Together for Racial Understanding.

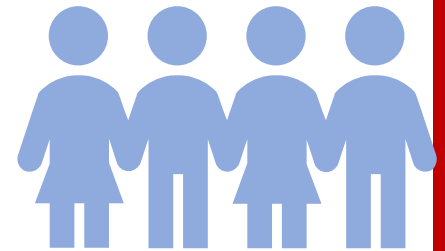
### PERSONAL CHANGE

- ✦ Recognizing the emotional energy needed for this work and making space for it
- ✦ More people turning to Coming Together team members to find additional resources to support their individual levels on the journey
- ✦ People uncomfortable with participating in dialogues directly are connecting with dialogue participants and reported some noted changes in awareness and desire to learn and understand

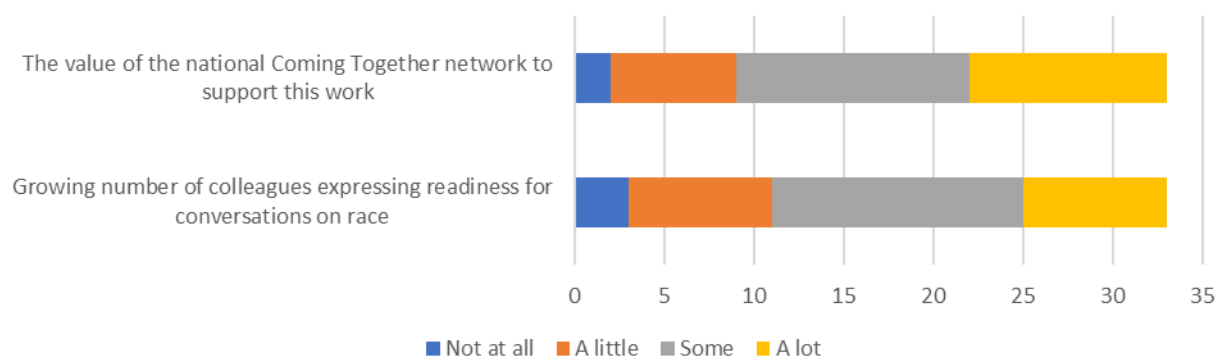


### INTERPERSONAL CHANGE

- ✦ More white colleagues seeing with a racial lens, at least sometimes
- ✦ Developing a national Coming Together cohort to support and learn together
- ✦ Shifting our language to more appropriate words
- ✦ Raised awareness



As a result of Coming Together efforts, to what extent have I seen the following in my institution or state:

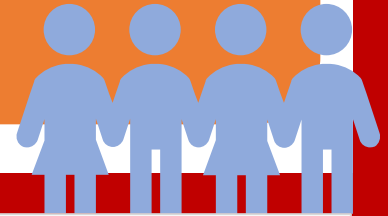


**EMERGENT IMPACTS**

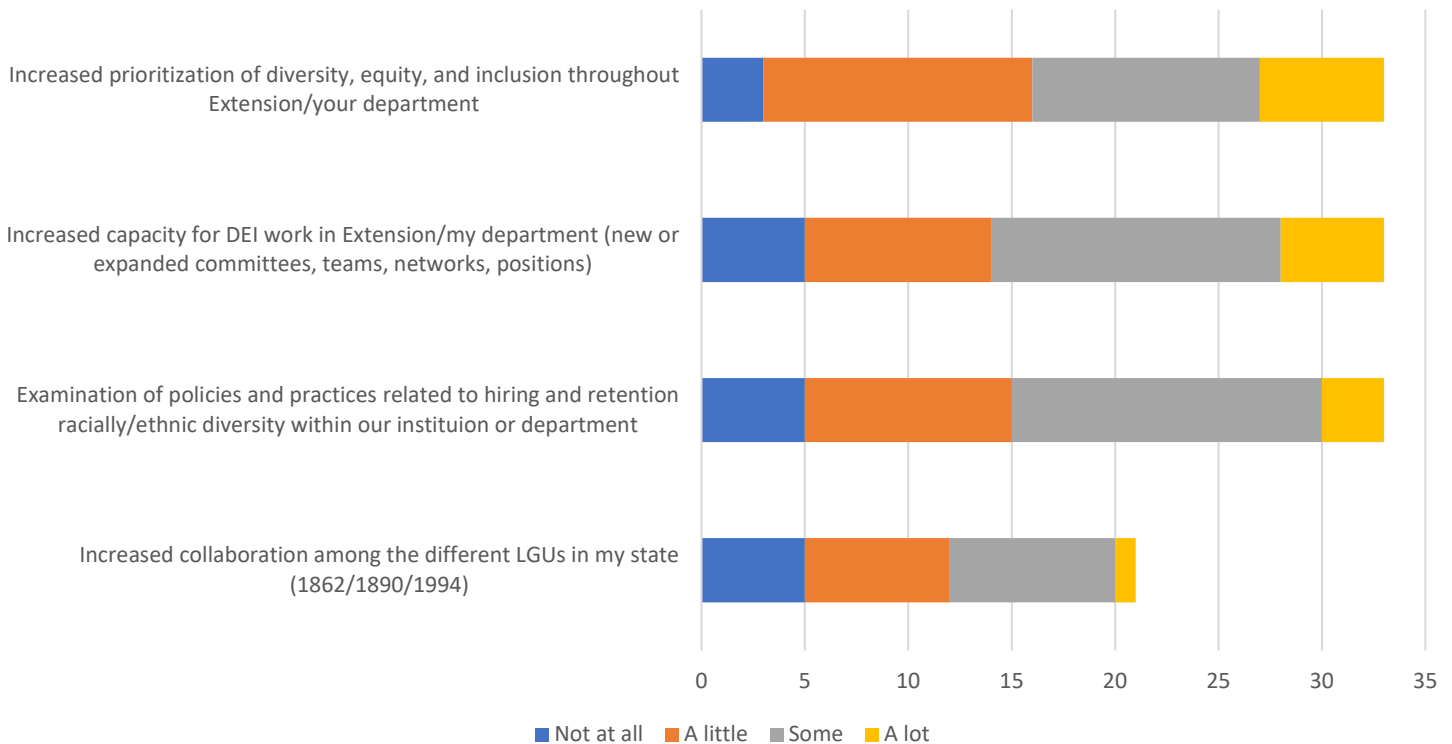
Below are sample comments and survey results identifying emergent impacts at the Institutional level.

**INSTITUTIONAL CHANGE**

- ✦ Increased awareness and more honest discussions related to policies taking place
- ✦ Cross-university connections leading to increased support and resources for taking action
- ✦ Diversifying hiring and exploring retention of diverse staff
- ✦ Programs being examined through a DEI lens



As a result of Coming Together efforts, to what extent have I seen the following in my institution or state:



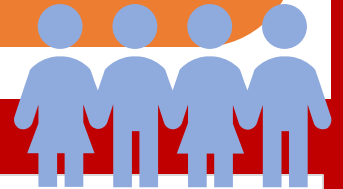
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This section highlights sample comments and survey results identifying Cultural impacts from Coming Together for Racial Understanding.



### CULTURAL CHANGE

- ✦ New norm: Intentional conversations on a regular basis on race/racism
- ✦ Extension being sought out to provide training/facilitation on DEI dialogues as they become more comfortable and competent
- ✦ Representation goes beyond just having people in the room to listening to the voices
- ✦ New partners approaching Extension
- ✦ Institutional bias and privilege becoming more visible
- ✦ Changing the framework/lens on how we build programs and educational content
- ✦ Building intentionality to do this work – asking how we can include DEI in everyday ways
- ✦ More routine sharing of anti-racism ideas and resources
- ✦ Appears there is a heightened DEI awareness on a regular basis independent of level (state, county, community) from which to work within and beyond our Extension work



As a result of Coming Together efforts, to what extent have I seen the following in my institution or state:

