

INSTITUTIONAL CHANGE

When asked if Coming Together for Racial Understanding caused participants to do anything differently in their institutions, 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. Survey responses to similar questions on institutional change are depicted in the following graphs.

Teaching/facilitating dialogues:

- ✦ Growing capacity to talk about race
- ✦ Greater demand for training with more Extension interest
- ✦ Extension leadership is paying attention to Coming Together and promised to financially support it

Working in new positions or committees of influence:

- ✦ Coming Together made anti-racism more visible in my department and snowballed in various realms (curriculum, hiring, student recruitment, etc.)

Examining policies & practices with my realm of influence:

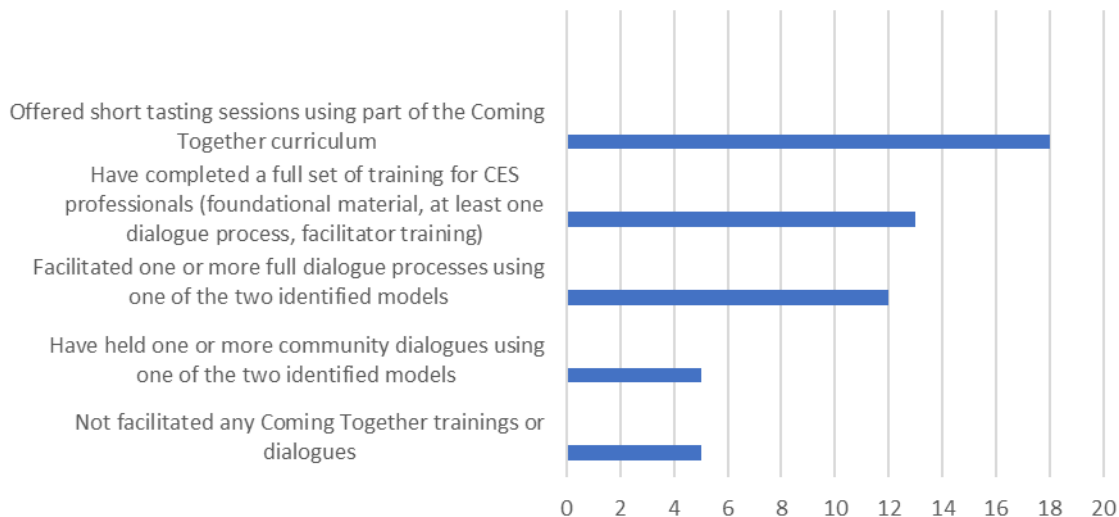
- ✦ DEI lens applied to Extension awards
- ✦ Changes made to hiring systems (recruitment, training for committees, rethinking requirements)

Including more voices in decision making:

- ✦ Raising attention to policy as we do our own work is leading to changing policy



Please share the extent to which you have been able to launch Coming Together in your institution or state



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Thinking about your institution, indicate the level of support that you receive to support Coming Together for Racial Understanding

