

## ATTACHMENTS

### Appendix A - Sample of SERA related outputs

PUBLICATIONS, REPORTS, PRESENTATIONS AND MEDIA (Selected and not all inclusive)

Behnke, A.O. "Viviendo En Los Estados Unidos: Una Guia", CD from North Carolina State University Cooperative Extension

Behnke, A.O. and Aguilar, Cintia, "Dropout Prevention in Latino Families: The Juntos Program" presented at Latinos in the Heartland: migration and Shifting Human Landscapes 10<sup>th</sup> annual Cambio de Colores Conference, Columbia, Missouri, June 8 – 10, 2011

Gallardo, Roberto, Aguilar, Cintia, and Storm, Julia F. "SERA-37 The New Hispanic South" at ASRED Meeting, Fort Worth, TX, August 25, 2011

Herndon, M.C., Behnke, A.O., Navarro, M., Daniel, J B., Storm, J. (2012) needs and perceptions of cooperative extension educators serving Latino populations in the south. Journal of Extension. In press. Accepted March 22, 2012

Storm, Julia F. (P.I.) in cooperation with Cintia Aguilar and Andrew Behnke, Grant Final Report, August 19, 2011

Storm, Julia F. Farm Foundation, NFP Small Grant Report, June 11, 2011

Tajeu, K.S., Storm, Julia F., Aguilar, Cintia, Behnke, Andrew, and Navarro, Maria "The New Hispanic South-SERA 37: Bringing Together Researchers and Land-Grant Faculty to Meet the Needs of Latinos in the South", presented at Latinos in the Heartland: Migration and Shifting Human Landscapes 10<sup>th</sup> annual Cambio de Colores Conference, Columbia, Missouri, June 8-10, 2011

### INTERACTIVE LEARNING OPPORTUNITIES

"Bridging the Culture Divide" Conference, Raleigh, N.C., October 14-15, 2008

"The Future of Latino/Hispanic Programming in the South" Conference, Raleigh, N.C., March 25, 2010

Series of 10 webinars, in conjunction with Latino Domestic Immersion Program training, fall 2010/winter 2011 with various invited internal and external speakers

## EMERGING PARTNERSHIPS

Through the LDIP planning many community and non-profit partnerships in process were solidified in North Carolina

With SERA-37 as background, Auburn University able to leverage interest and support for cross-departmental participation in forming Auburn University Latin American Studies: Center for Community Connection (AULAS: CCC);

SERA 37 context useful in securing a CYFAR funded AU subcontract for working with migrant serving Head Start Center obesity prevention program (~\$35,000 annually for up to 5 years);

Shared SERA-37 experience has assisted Kentucky State University and Alabama Cooperative Extension System in preliminary conversations about joint multi-cultural training;

Collaboration with NCERA (North Central Regional Development Center's) and with Cambio de Colores (Missouri Cooperative Extension)

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### Appendix B – BRIEF Summary of Staff Needs Assessment Outcomes

(See Journal of Extension article referenced above, in press – for more details)

A survey of Southern Region Extension professionals' needs and perceptions regarding the Latino community was conducted by a SERA-37 work group in 2009. Results indicate that Extension personnel in states such as Florida and Texas, with a long history of Hispanic/Latino population, felt better prepared to address the needs of the Latino population than those in states with a relatively recent population of Latino residents. (Herndon et al, 2012) In general, results demonstrate that many of the respondents do not fully understand the Latino/Hispanic population and their needs or how to effectively engage, yet express interest in serving the community. Survey respondents were overwhelmingly more supportive of the need for Extension personnel to learn about Latino culture than the need to learn Spanish. However, many consider language their most difficult barrier. This paradox in *perception* may prevent educators from developing relationships with key Latino leaders, many of whom are bilingual. Our recommendations include making professional development in both cultural competence and language skills available, as well as promoting organizational bilingual/bicultural staffing and resource development. These results indicate both the need and the opportunity for SERA-37 activities, including information exchange, networking, professional development, and collaborative resource development, to make a real difference in the region.

Needs assessment during the 10 day Latino Domestic Immersion Program indicated that participating agents felt a high need for greater cultural competence, as well as working 'space' for dialogue and mutual support from others aiming to work effectively with Hispanic families and communities.

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### Appendix C – Proposed Staff Development Trainings

a) implementation of in-state and/or sub-regional cross-cultural trainings with curricula such as “Navigating Differences” (from Washington State Extension) that incorporate skill-building for understanding, communicating, and pro-active engagement in a range of cross-cultural settings;

b) train-the-trainer opportunities such as “Navigating Differences” will be marketed so that we build cross-cultural training capacity within the southern region with/opportunities such as in-state and/or cross-state domestic immersion programs;

c) State-to-state/Extension-to-Extension staff-exchange opportunities for learning about programs in other states and other regions to facilitate improved and expanded program opportunities. For example, Oregon has already reached out and suggested an exchange;

d) A regional conference to be held fall 2013 that will bring together scholars, Extension practitioners, and participatory researchers on concerns related to the development of a newly emerging, culturally diverse south with a particular focus on Latinos (themes currently under consideration include: immigration/demographic research updates, outreach and inclusion strategies, evidence-based programs and promising practices across Extension areas, developing immigrant-friendly communities, cultural competency (international and domestic) training models

e) bridge-building with other universities and not-for-profit organizations to offer in-state, cross-state, or regional professional development programs based on the successful pilot of the southern region **Latino Domestic Immersion Program** (see below). This can engage other universities, not-for-profit organizations focused on Latino well-being, and Extension staff at different levels

### **BRIEF Description of Latino Domestic Immersion Program (LDIP)**

The Latino Domestic Immersion Program was undertaken by the SERA-37 Immersion Task Force (associated with the Training Task Force) to develop, implement, and evaluate an intensive, professional development cultural competency curriculum with a pilot group of county/regional Extension participants and faculty mentors from 5 states. External funding was awarded by the Farm Foundation, along with NC State University Extension, Engagement and Economic Development to support the development of an innovative model program integrating global context and local action through traditional and experiential learning. Internal matching funds were obtained from each participating state.

The curriculum consisted of 3 phases: 1) distance learning on Latino culture and immigration issues through webinars and study group documentary discussion, 2) an 8-day immersion experience in the Latino Community in North Carolina, including a 2-day host family experience, and 3) a 6-month mentored community-based project practical experience. Preliminary evaluation results of Extension and Community Partner participants indicate that significant bridges were built, cultural awareness and competence increased, and the experiential nature of the program – including interaction with Latino

Community members and organizations was valuable. Extension participant feedback indicated an increased awareness of global and economic forces that influence immigration, an increased awareness of the impact on families and communities in both the sending and receiving communities, an increased understanding of Latino-serving organizations, and increase appreciation for the challenges, resilience and contributions of new immigrants to US communities. Latino Community Partners and Latino Host Families indicated that they valued the opportunity to share their programs and culture and greatly appreciated the interest demonstrated by the participants, especially given host families' predominant experience of prejudice or indifference while living in this country. Completed community-based projects in 3 of the 5 states indicate an effective translation of increased cultural competence into local action and effective engagement with the Latino community. Due to its success, the program will be sustained, having been adopted as a regular offering of one of our collaborators, the NC Center for International Understanding, scheduled for spring 2013.