

Alabama Extension's Civil Rights Guiding Principles



A Culture of Inclusiveness

The Alabama Cooperative Extension System promotes an atmosphere in which cultural differences and diversities are recognized, appreciated, and leveraged.

Our programs, services, employment policies, communication, language, and attitude are crafted to support a culture of civil rights and equality for all we serve.

We adhere to the fundamental principles of fairness and inclusion as we continue to be a valued source of research-based information. Alabama Extension is an unbiased partner in helping the people of our state improve their quality of life and economic well-being.

We are steadfastly dedicated to providing high-quality, effective programs that comply with all civil rights requirements, including focusing on people in both underserved and underrepresented groups.

To ensure this compliance, Alabama Extension has developed the Alabama Cooperative Extension System Civil Rights Program Plan, a comprehensive document outlining our goal of strengthening the System's accountability, communication, and protocols at all levels related to civil rights, diversity, and inclusion.

Changes to the plan are continually made to strengthen programming and enhance compliance. The plan provides mileposts for checking our progress as we maintain a climate of dignity and respect for all who approach Extension either in person or through vastly expanding digital platforms.

The entire Alabama Cooperative Extension System Civil Rights Program Plan is available to both Alabama Extension staff and to our external clients and partners. Following are the basic principles of this plan.

Everyone is welcome!



The Alabama Cooperative Extension System (ACES) is the primary outreach organization for the land grant mission of Alabama A&M University and Auburn University. Core values that differentiate Extension in today's education marketplace are the combination of the following:

- (1) the research-based underpinning of our programs, materials, and educational activities
- (2) our ability to establish positive working relationships with clients, communities, partners, and stakeholders
- (3) relevant programming that addresses current societal challenges and opportunities.

Through these core values, a primary outcome is the establishment of a high degree of credibility and trust with citizens in the education marketplace. ACES builds on this foundation of credibility and trust in carrying out our commitment to civil rights, diversity, and inclusion through the following guiding principles:

Guiding Principle 1: ACES will be known as a trusted community-based organization that models a commitment to diversity, multicultural understanding, and civil rights in our educational programming.

Guiding Principle 2: ACES will be known as having an organizational culture where civil rights responsibility requirements are integrated into our program planning cycle by providing educational opportunities to meet the needs of all diverse populations throughout Alabama.

Guiding Principle 3: ACES will be known as an organization that instills in its employees the competencies to engage in multicultural communication and to apply new skills that foster inclusiveness and result in new learning outcomes for diverse audiences.

