

**Francis, Ronald - Salt Lake City, UT**

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October 4, 2005

**CIVIL RIGHTS COMMITTEE ADOPTS ANNUAL PLAN, GETS NEW CHAIR**

The Utah Civil Rights Advisory Committee met in late September to develop an annual plan of work and orient newly appointed members. The committee serves as an advisory group to the state conservationist by identifying civil rights issues and concerns in areas such as recruitment, retention, training, sensitive matters, program awareness, and overall effectiveness of the Affirmative Employment Plan.

Progress over the past year included a new pamphlet for underserved customers (including women), a list of Black scholarships available, outreach efforts to Tribes with RC&D Councils, interviewing STEP students at a National Hispanic Conference, civil rights training, support of Nature High Camp, representation on Agri-Ability and Utah Workforce Group activities, and improvements following a statewide civil rights review conducted by a national team.



The new annual plan gives focus to 1) Awareness 2) Training 3) Recruitment 4) Retention, and 5) Management or committee initiatives. New initiatives will involve improved internal communications, training for managers, improved student job opportunities, involvement in the "Walk a Mile in My Boots" program, and

conservation education outreach to students in such groups as the Canon Envirothon, the Jr. High MESA clubs, and continued support of Nature High Camp.

Norm Evenstad stepped down after a three-year term as chair. He is succeeded by Wayne McAllister of Vernal. The accompanying photo shows (left to right) Evenstad being congratulated by Wayne McAllister, Mary Kava, Niels Hansen, and Dee Cummings. A complete list of the current committee follows:

UTAH CIVIL RIGHTS COMMITTEE-SEPMS		Pos/Loc	Location
Civil Rights Committee Chair *	Wayne McAllister	Soil Con-III	Vernal
American Indian Emphasis Program Manager *	Cloyce Smith	Tech-I	Randolph
Federal Women's Program Manager	Jessie Barrett	Admin-I	Provo
Black Emphasis Program Manager	Annette McLeroy	Admin-SO	Salt Lake

Hispanic Emphasis Program Manager	Larry Young	Agron-II	Manti
Disability Emphasis Program Manager	Kristi Hatch	Soil Con-II	Panguitch
Veteran's Emphasis Program Manager *	Ron Francis	PAS-SO	Salt Lake
Asian Pacific Islander Program Manager *	Niels Hansen	ARC-I	Ogden
Secretary	Dee Cummings	Resour-SO	Salt Lake
Civil Rights Committee Member *	Travis Thomason	Soil Con-III	Vernal
Civil Rights Committee Member	Kristin May	Soil Sci-II	Cedar City
Civil Rights Committee Member *	Mary Kava	Admin-III	Castle Dale
Civil Rights Committee Member	Cindy Burton	DC-I	Murray
Civil Rights Committee Member *	Polly Popola	Soil Con-I	Ogden
Civil Rights Committee Member	Christa Bess	Admin-II	Cedar City
Civil Rights Committee Member (RD)	Cindy Gibson	Partner	Salt Lake
Civil Rights Committee Member (FSA)	Robin Sadlier	Partner	Salt Lake
Civil Rights Committee Member (Ut Dept. of Ag)	Jake Jacobson	Partner	Salt Lake
Civil Rights Committee Member (UACD-Rep)	Bill Rasmussen	Partner	Vernal

\* new members, starting FY 06

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