



**PennState Extension**

[extension.psu.edu](https://extension.psu.edu)



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**We believe that all people should have  
access to science-based education.**



# Who We Are

The Penn State Extension team consists of a collection of educators, associates, and faculty that come together when their expertise is needed. Since team members live and work alongside you, they have a vested interest in ensuring our products and services better their communities.



**Our extension educators meet your needs online or on-site.**

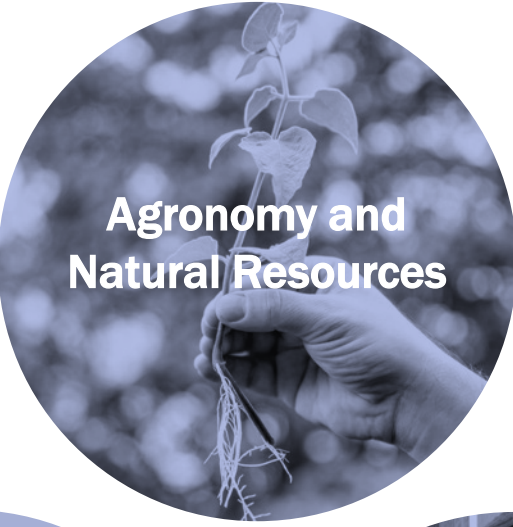


**Our team members live and work alongside you.**



**Pennsylvania residents are our customers and our advisers.**

# Areas We Cover





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# Beyond Civil Rights

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# Beyond Civil Rights

- What is Beyond Civil Rights?
- Why it is important?
- What it looks like?
- How to do it?





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# The Five Stages of Civil Rights Review Success

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## The Five Stages of CR Review Success

# Stage 1: Cope

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- Relax
- Review
- Resolve

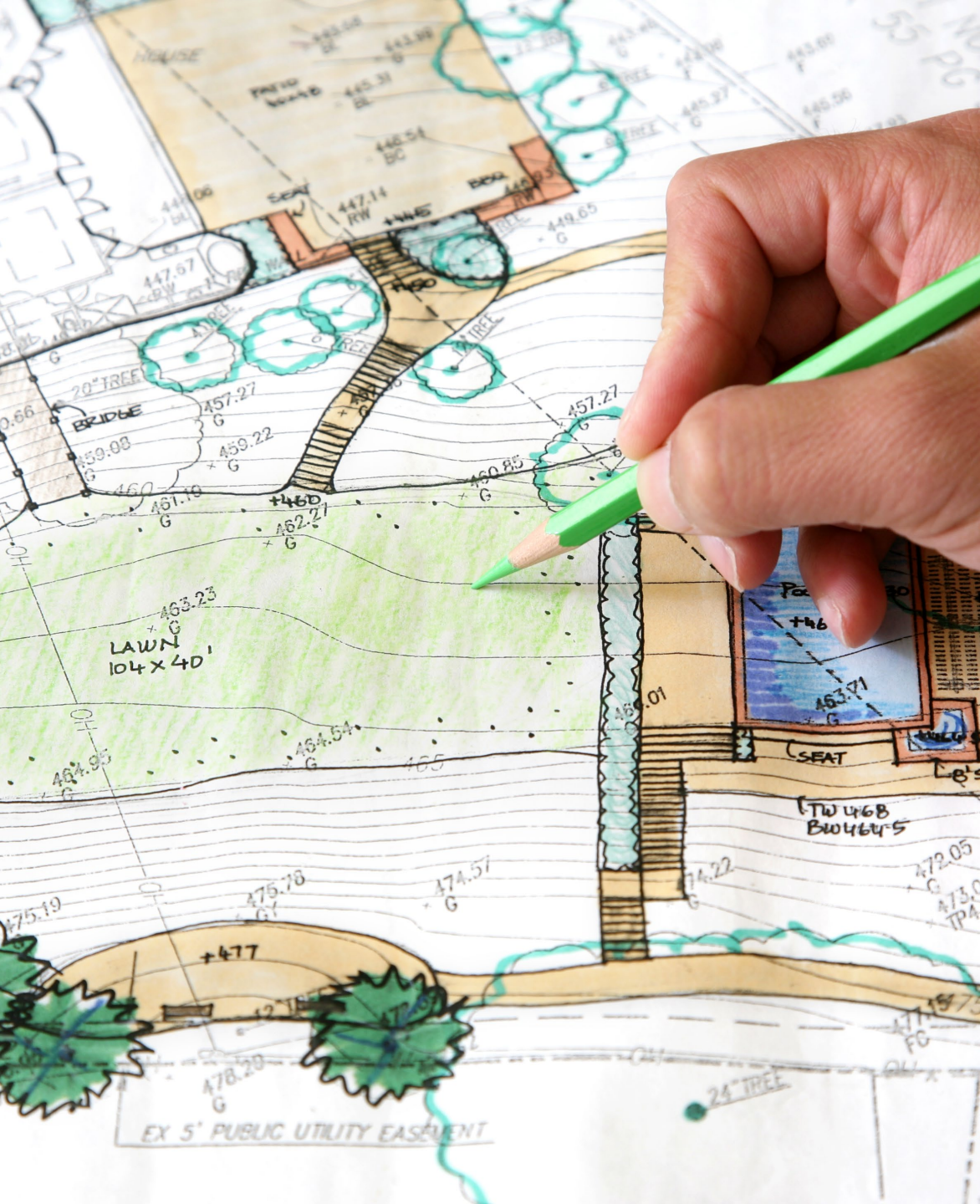


## Stage 2: Lead

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- Choose a leader
- Develop a team
- Empower
- Trust
- Support





## The Five Stages of CR Review Success

# Stage 3: Plan

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- Review letter carefully
- Build relationships
- List key tasks
- ID point person
- Create clear expectations

## The Five Stages of CR Review Success

### Stage 4: Act

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- Do the work
- Be nice
- Check in often
- Create accountability
- Communicate



**WORK  
HARD  
&  
BE NICE  
TO PEOPLE**

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## The Five Stages of CR Review Success

# Stage 5: Close it out

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- Meet the deadline
- Know the review team
- Walk NIFA through the submission
- Celebrate



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# Civil Rights Community of Practice

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## Let's Work Together

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- Learn from each other
- Share successes and failures
- Develop new ideas
- Better serve our states

# The Community

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- Based in Teams
- Upload NIFA submissions
- Include NIFA feedback
- Ask questions
- Make connections
- Collaborate





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# Discussion and Questions

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