



CAFÉ Latino Strategic Plan *Coalition of Florida Extension Educators*

Vision. Florida Cooperative Extension at all levels shall reflect the demographics, cultures, and aspirations of our diverse youth, families, and communities. Latino/Hispanic youth, families, and communities shall be actively engaged partners in Cooperative Extension.

Mission. Advance the mission of the Florida's land-grant universities by ensuring equity, inclusion, and full participation of Latino/Hispanic youth, families, and communities in the benefits and leadership of Cooperative Extension.

Strategic Priorities

1. Advocating equity and inclusion of Latinos/Hispanics to advance the mission of Florida Cooperative Extension.
2. Promoting the participation and leadership of Latinos/Hispanics in all Cooperative Extension programs, respecting and incorporating their values and contributions.
3. Educating key stakeholders about the issues and opportunities faced by Latino youth, families, and communities.
4. Recognizing and advancing excellence in diversity inclusion-relevant programming and professionals.
5. Supporting promotion and professional development of Latino/Hispanic Cooperative Extension professionals.
6. Supporting and convening people with similar diversity inclusion objectives to network and build successful partnerships.

Long-term Goals

- Extension professionals shall demonstrate cultural competence and capacity to address the needs of Latino/Hispanic youth, families, and communities.
 - At least 50% of the Extension professionals that engage in Café Latino cultural competence training will be culturally competent and capable within 3 years of initial engagement as measured by cultural competency assessment.
- Extension programs are effective in addressing the unique needs of Latino/Hispanic communities.
 - At least 30% of Extension programs for Latino/Hispanic communities will report an ability to achieve program objectives within 4 years of engaging in CAFÉ Latino activities as measured by agent reporting.

Medium-term Goals

- Extension faculty and staff develop new activities and programs to address the needs of the Latino community
 - At least 60% of faculty and staff that complete Café Latino training will develop at least one new program or activity or adapt a current offering within 1 year of engagement with Café Latino as measured by annual survey.
- Extension faculty and staff include Café Latino mission-related objectives into their plan of work.
 - At least 70% of faculty and staff that complete a Café Latino training activity will include a corresponding mission-related objective into their POW within one year as measured by annual survey.

Short-Term Goals

- Extension educators, administrators, and key stakeholders will recognize how diversity inclusion enhances the mission of Cooperative Extension.
 - At least 75% of Café Latino participants will report increased recognition of the benefit of diversity inclusion immediately after an activity as measure by survey.
- Extension educators, administrators, and key stakeholders will distinguish the unique issues and opportunities facing Latino/Hispanic communities.
 - At least 75% of Café Latino participants will identify at least one unique issue or opportunity faced by Latino/Hispanic communities immediately after an activity as measured by survey.
- Extension faculty and staff will identify strategies for implementing programs for Latino/Hispanic audiences into their plan of work.
 - At least 75% of Extension faculty and staff will be able to identify programming strategies immediately after an activity as measured by survey.
- Extension faculty and staff will recognize the competencies necessary and best practices to serve the Latino/Hispanic communities.
 - At least 75% of faculty and staff will be able to identify best practices for serving Latino/Hispanic communities immediately after an activity as measured by survey.
- Extension educators, administrators, and other key stakeholders will recognize the work being done for Latino/Hispanic communities and the landscape of best practices for such efforts.
 - At least 75% of Extension educators, administrators, and other key stakeholders that engage with Café Latino will report an increased understanding of the work being done for Latino/Hispanic communities immediately after a program activity as measured by survey.