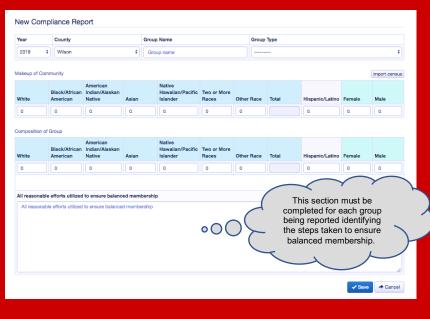
CIVIL RIGHTS REPORTS





All Extension advisory groups must reflect the demographic composition of the potential audience and Extension sponsored or assisted groups must reflect the composition of the target community. Annual evidence of balanced membership and the reasonable efforts that were taken in order to be in compliance must be documented.

Examples of reasonable efforts include:

NC STATE

- → Use of all available mass media, including radio, newspaper, and television, to inform potential program recipients of opportunities to participate. Use media outlets that target the underrepresented group to announce programs and events.
- → Development of announcements, flyers, and posters to be placed in locations frequented by the underrepresented group.
- → Personal contact with other community groups and leaders from the underrepresented group to seek their assistance in encouraging participation.

What Groups to Include

- → Extension Advisory System (county advisory councils, program committees, specialized committees)
- \rightarrow 4-H Clubs
- → Extension Master Gardener Volunteer Program
- → Extension Community Association
- → Extension Master Food Volunteer Program
- \rightarrow Other identifiable Extension groups

EXTENSION