

# Maine's Ways to “Meet/Exceed” in Civil Rights/EEO

Maine Civil Rights Advisory Committee (MCRAC)

1. Participate in youth activities involving targeted groups to enhance SCEP/STEP recruitment.
2. Identify new minority and limited resource cooperators.
3. Identify and contact different ethnic organizations in your area for enhanced program delivery.
4. Participate in a special emphasis program within the agency targeted to groups such as, but not limited to: American Indian/Alaska Native, Asian American/Pacific Islander, Black, Disabled/Veteran, Federal Women's, and Gay/Lesbian/Bisexual/Transgender.
5. Participate in targeted organizations outside the agency, such as, but not limited to: Federally Employed Women, Japanese American Citizens League (JACL), Blacks in Government, and National Organization of Professional Hispanic NRCS employees.
6. Facilitate, present or lead a meeting for a targeted group addressing NRCS programs with the intent to encourage increased participation.
7. Present Civil Rights information to District Boards or RC&D Councils.
8. Identify minority leaders in the community and encourage involvement in Conservation District Board and RC&D Council activities.
9. Document success stories and send information to the Maine Civil Rights Advisory Committee.
10. Improve program delivery through voluntary efforts by teaching English to a minority group or by learning the language of a minority group.
11. Attend a presentation on a Civil Rights subject.
12. Attend and participate in a Maine Civil Rights Advisory Committee meeting.
13. Share a Civil Rights success story at a Maine Civil Rights Advisory Committee meeting.
14. Propose suggestions to the Maine Civil Rights Advisory Committee.
15. Organize, initiate or present a Civil Rights EEO presentation at a meeting.
16. If you are a member of a minority group, talk about your own experiences at a meeting.
17. Provide direct assistance to targeted groups in the employment or program application process.
18. Voluntarily complete additional Civil Rights/EEO training in AgLearn and provide completion certificates at performance reviews.
19. Write a Civil Rights article for the NRCS Conservation Newsletter, in a newsletter or a local paper.
20. Participate in career days/job fairs activities.
21. Participate in school activities to promote Civil Rights.
22. Speak at professional society meetings concerning Civil Rights (e.g., Lions Club, Soil & Water Conservation Society, etc.).
23. Attend/participate in a women's or minority conference.
24. Participate in a radio/TV talk show to promote Civil Rights awareness.
25. Actively encourage Districts and RC&D Councils to recruit minority board members.
26. Provide direct assistance to individuals in search of employment.
27. Prepare or staff a display at a targeted group meeting or event.