



**The October 2018
Impact Collaborative Summit**

Indianapolis, Indiana

Feedback & Evaluation Report

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Overview

- I. When surveyed regarding the purpose statement for the Impact Collaborative, 98.9%¹ of participant respondents agreed that “It is important to foster the incubation of innovative ideas, to accelerate their development as projects toward implementation for local impact, by using collaborative approaches that build from a community engagement base.”

When surveyed about their IC Summit experience, 95%² of participant respondents agreed or strongly agreed with the following: “We were able to enrich a growing, innovative, engaged project, ready to move to the next level.”

90%² agreed that, “We now have a path forward on a collaborative Project Roadmap that will enable us to achieve project implementation.”

92%² agreed that “We are now able to apply the IC Process to a real-world challenge in building a project that creates local impact.”

85%³ of teams agreed that “On Average, our team is satisfied with our Impact Collaborative experience.”

- II. More than thirty states were represented in the teams as well as in different roles and responsibilities from key Informants to coaches, facilitators, and partners at the Impact Collaborative Summit. Of the 205 attendees, 123 were team members, with 14 eXtension staff and additional 63 key informants, partners, facilitators, and guest speakers attending.
 - A. Designated Basic team member - 16 free + 3 additional paying basic team member
 - B. Designated Premium team member - 90 free + 14 additional paying premium team members
 - C. Invited guest - 63 [see below for more on the Partners, speakers, presenters, facilitators and key informants invited and leveraged for the Impact Collaborative Summit]
 - D. Extension staff - 14

¹ From IKW Event Evaluation [link in resource appendix], 93 respondents = 75% of participants

² From Summit Event Evaluation [link in resource appendix], 64 respondents = 52% of participants

³ From Impact Collaborative Projects Vitals Tracker, 24 teams responding = 80% of teams participating

III. Thirty-two institutions from all five regions were represented in thirty-two teams attending the Impact Collaborative summit, with 25 of them competing in the Impact Collaborative PitchFest:

A. The 1890s - 24 attendees

Florida A&M University - *CIVIC [also includes members from the University of Florida]*
Kentucky State University - *KSU Special Projects/ Nutrition & Agricultural Literacy*
Prairie View A&M University - *Dynamic Developers/A New DEI*
Tuskegee University - *Tuskegee Public Dialogue Team*
University of Maryland, Eastern Shore - *UMES Community-Based Advisory Council*
Virginia State University - *Team VCE [also includes members from Virginia Tech]*

B. North Central - 58 attendees

Michigan State University - *Opioid Crisis Response Workgroup team member, eXtension fellow, NPSEC team member*
North Dakota State University - *NSS team member*
The Ohio State University - *team member Innovative 4-H Volunteer Strategies, KIs*
Purdue University - *4 teams: DEI Indy, Healthy Boiler, Indiana Coming Together, Sustainable Urban Food Syst. /Indiana Urban Agriculture, several partners, speakers, and Key Informants*
South Dakota State University - *Key Informant*
University of Minnesota - *3 teams: Multifaceted roles of MH in Extension, UMN Innovation Retreats, Well Connected Communities*
University of Nebraska - *2 teams: Nebraska Extension Regional Foods, Nebraska New Learning Experience*
University of Wisconsin - *various facilitators and KIs⁴*

C. Northeast - 16 attendees

Cornell University - *KI⁴*
Penn State University - *KIs⁴*
University of Delaware - *NPSEC team member*
University of Maryland - *Cultural Competence Champions*
University of New Hampshire - *UNH Extension Education Center*
University of Vermont - *Vermont DEI, Including Everyone*

D. Southern - 32 attendees

Mississippi State University - *Iris*
North Carolina State University - *NPSEC Team Member*
Texas A&M University - *Ag. Communications*
The University of Florida - *CIVIC [also includes members from Florida A&M]*
University of Kentucky - *KY Innovation Team, KIs⁴*
Virginia Tech - *Team VCE [also includes members from Virginia State University]*

- E. Western - 30 attendees
 - Colorado State University - *facilitator and KI*
 - Montana State University - *Opioid Crisis Response Workgroup team member, MSU Bobcats*
 - Oregon State University - *Virtual Forest Ranger, facilitator and KI*
 - University of Idaho - *Impact Idaho*
 - University of Wyoming - *Cowboy Collaborative*
 - Utah State University - *Mental Health USU*

IV. **National teams included members from:**

NPSEC, USDA-NIFA, and eXtension member - the National 4-H Council,

V. **The following organizations were represented as [non-CES] community representatives participating as Impact Collaborative team members:**

New American Development Agency,
The Center for Rural Affairs,
Minnesota Department of Health.

VI. **Partners, speakers, presenters, facilitators and key informants invited and leveraged for the Impact Collaborative process and summit included:**

Keynote Speakers:

Dr. Gail Christopher -

Ntianu Center for Healing and Nature, formerly of the W.K. Kellogg Foundation

Dr. Juanita Simmons -

Equity Leadership Development

Panel Speakers & Moderators/MCs:

Jessica Beckendorf, University of Wisconsin

Chris Geith - eXtension CEO

Jason Henderson, Purdue University - eXtension Board Member

Ed Jones, Virginia Cooperative Extension - ECOP President

Lynn Luckow - LikeMinded.org

Terry Meisenbach, Director of the Impact Collaborative - eXtension

Dr. Kiko Suarez - United Way of Central Indiana

Terri Johnson - Indiana Philanthropy Alliance

Speakers & Presenters:

Courtney Cuthbertson, Michigan State University - eXtension Fellow for Behavioral Health

Jami Dellifield, Ohio State University - eXtension Fellow for Behavioral Health

Ashley Griffin, Impact Collaborative Program Manager - eXtension

Molly Immendorf, Impact Collaborative Design Manager - eXtension
Shatomi Luster-Edward, University of Missouri - eXtension Fellow for DEI
Richard Klemme - ECOP Chair
Paul Pangaro - College for Creative Studies
Karima Samadi, Ohio State University - Key Informant for Food Systems, DEI
C. Theodor Stiegler - NEXUS4change
Rene Wallace - Doers Consulting Alliance

Partners & PitchFest Judges:

Samantha Alarie-Leca - The West Foundation
Suzanne Anarde - Rural LISC
Beth Archer - Agrilnstitute
Gae Broadwater - GB Facilitation & Training Works
Debbie Brown - EduWorks
Michael Carroll - Rural LISC
Jill Gordon - Indiana Philanthropy Alliance
Dr. Jeff Miller - Innovative Leadership Solutions, Inc.
Sara Nienaber VanSlambrook - United Way of Central Indiana
Rochelle Owen - USDA Rural Development
Courtney Owens, Kentucky State University - eXtension Board Member
Mark Skidmore, Michigan State University - North Central Region Center for Rural Development
Jessica Thurman - Rural LISC
Nadia Villagran - Rural LISC
Rachel Welborn, Mississippi State University - Southern Rural Development Center
Stephanie Woodcox - Purdue University

Additional key informants, coaches, and facilitators included:

Angie Allen, University of Wisconsin [Urban-Regional Community Development]
Barbara Beaulieu, Purdue University [Behavioral Health: Opioids]
Andrea Bjornestad, South Dakota State University [Behavioral Health: Mental Health]
Shane Bradt, University of New Hampshire [Story Mapping]
Tony Carrell, Purdue University [Youth Programming]
Jennifer Cook, Colorado State University [Food Systems] - eXtension Fellow
Colette DePhelps, University of Idaho [Small Farms/Ranches]
Ana Lou Fonseca, Oregon State University [Diversity, Equity & Inclusion]
Roberto Gallardo, Purdue University [Program & Rural Development]
Maria Graziani, Penn State [Evaluating for Impact]
Annie Hernandez, eXtension [Funding Strategies]
Teresa Hogue, eXtension [Funding Strategies]
Julie Huetteman, Purdue University [Evaluation]
Karen Jeannette, Auburn University [Social Media Marketing]
Steven Judd, University of New Hampshire [Customer Relationship Management, CRM Software]
David Keto, University of Wyoming [Video & Multimedia]

Teresa McCoy, University of Maryland [Evaluation]
Cari Michaels, University of Minnesota [Behavioral Health: Mental Health]
Angela Moore, Prairie View A&M University [Communications & Marketing]
Pamala Morris, Purdue University [Diversity, Equity & Inclusion]
John C. Orick, Purdue University [Volunteerism]
Margaret Sage, University of Wisconsin [Diversity, Equity & Inclusion]
Lisa Schainker, Iowa State University [Behavioral Health: Prevention]
Chuck Stamper, University of Kentucky [Program Development]
Doug Swanson, USDA-NIFA [Volunteerism]
Karen Vines, Virginia Tech [Program Development]
Katie Weaver, Montana State University [Community Development, Leadership Development]
Jason Weigle, University of Nebraska-Lincoln [Community Impact Evaluation]
Danae Wolfe, Ohio State University [educational technology and digital engagement]
Craig Wood, University of Kentucky [Innovative Technologies]

For additional information on partners, key informants, and additional program resources:
https://docs.google.com/document/d/1W_g87w5qlrXOqONwbKey_InformantK8tfahmMfHzMq3lukXkpuhYw/edit?ts=5bc36f46

Feedback and Evaluation Reporting

Teams

The following data was compiled from four different instruments asking Impact Collaborative teams attending the Summit to provide information and feedback to evaluate the impact and effectiveness of the summit engagements. For a brief overview of the nature of the reporting respective projects please reference appendix B. The instruments teams were asked to submit included two surveys as part of the team's pre-work prior to the summit and another two instruments to be completed at the summit.

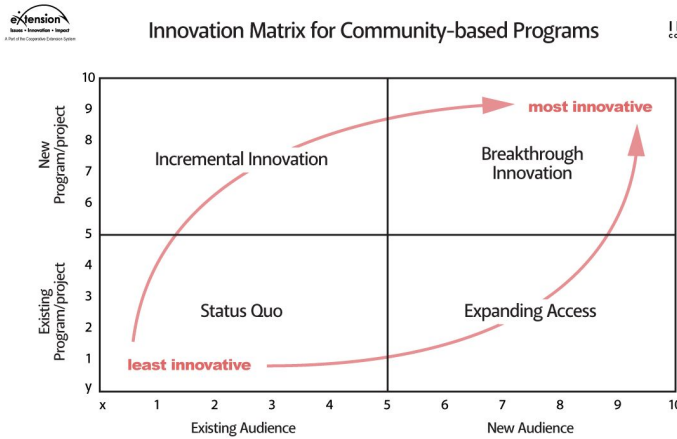
1. Strengthened Project Plans:

All participating teams report being able to strengthen their project plans at the summit.⁴ The reported changes to project implementation plans resulted in improvements that included the following:

- a. Refined Clarity & Focus [Community Mental Health Assmt., Mental Health USU, Tuskegee Public Dialogue Team, UMN Innovation Retreats, UNH Extension Education Center, Virtual Park Ranger, Well-Connected Communities, KY Innovation Team, Impact Idaho]
- b. New Perspectives, new insight, new ideas [DEI Indy, Indiana Coming Together, Indiana Urban Agriculture/ Sustainable Urban Food System, KSU, UMN Innovation Retreats, UNH Extension Education Center, Vermont DEI].
- c. Leveraging new tools and resources [NPSEC, Tuskegee Public Dialogue, Vermont DEI].
- d. Peer engagements were able to leverage insight into how similar/ related programs are run in other regions/ states [Vermont DEI, UNH Extension Education Center, Indiana Urban Agriculture/ Sustainable Urban Food Systems, Healthy Boiler, DEI Indy, Community Mental Health Assmt.].
- e. Building consensus [MSU Extension Bobcats].
- f. A better understanding of existing expertise in CES [DEI Indy].
- g. The team shifted from a mindset of status quo to one of responsiveness and innovation [MSU Extension Bobcats].
- h. Drafted a roadmap to assign roles and create a timeline [Nebraska Regional Foods].
- i. Identified new partners/ partnership opportunities [Virtual Park Ranger, CIVIC, NSS, Tuskegee Public Dialog Team]

⁴ In the 'Pitchfest Project Status feedback instrument, 22 teams responding = 69% of teams participating

2. New Program Creation:



Based on the y-coordinate data for the innovation matrices that are part of the Impact Collaborative Innovation Kit (see Doblin Types of Innovation described in the [JOE Special Issue](#)⁵ on Innovation), 58.3% of teams⁶ reported to be working on a new program or adopting a program that is new to them that was not previously available at their institution. These teams are:

Community Mental Health MN, MSU Bobcats, CIVIC, UNH Extension Edu. Center KY Innovation, Dynamic Developers / A New DEI, Healthy Boiler, NPSEC, Indiana Coming Together, Nebraska Regional Foods, UMN Innovation Retreat DEI Indy, Mental Health USU, Virtual Park Ranger

3. Innovation Measures:

50% of teams⁶ reported an increase in project innovation as measured by a positive shift in the innovation matrix coordinates (see graphic above and the Innovation Matrices described in the September [JOE special issue](#) on Innovation).

Community Mental Health MN, Indiana Urban Ag/ Sustainable Food Systems, Indiana Coming Together, Nebraska Regional Foods, NPSEC, UMN Innovation Retreat, Team VCE, DEI Indy, Cowboy Collective, Virtual Park Ranger, KY Innovation Team, UNH Extension Education Center

Furthermore, 37% of teams⁶ identified adding or shifting one or more Doblin innovation types (described in the September [JOE Special Issue](#) on Innovation) as a result of participating in the Summit. These teams were:

Community Mental Health MN, Indiana Coming Together, Team VCE, DEI Indy, Mental Health USU, CIVIC, MSU Bobcats, NSS, KSU, UNH Extension Education Center

⁵ <https://joe.org/joe/2018september/comm2.php>

⁶ In the 'IC Project Vitals Tracker' instrument with 24 teams reporting = 75% of participating teams

4. Innovation Focus

Several teams were able to clarify their innovation focus:

Several teams reported that they were solely focused on external innovation in their pre-summit project status report, but reported to work on both internal and external innovation post-summit:

Community Health MH Assessment & Toolkit /Multifaceted Roles of Mental Health
KSU Special Projects / Nutritional & Ag. Literacy
NPSEC
UMN Innovation Retreats

One team that had reported being focused on only internal innovation pre-summit reported a focused on both internal + external innovation post-summit:

Indiana Coming Together

Additionally, three teams that had identified an internal and external innovation focus pre-summit, clarified a focus on internal innovation only in its post-summit reporting.

Cowboy Collaborative, CIVIC, MSU Bobcats

In their pre-summit project reports,⁷ teams reported working on:

Internal Innovation 30% External 33% Both 37%

In their post-summit responses⁸ teams reported working on:

Internal Innovation 33% External 17% Both 50%

5. Project/Program Audience:

Based on the x-axis coordinate data provided by teams of all teams working on externally focused innovation efforts, several reported their projects are targeting new audiences they hadn't reached before.

Prior to the summit, 46% indicated new audiences:

Healthy Boiler, Nebraska Regional Foods, NPSEC, Tuskegee Public Dialogue Team, UMN Innovation Retreat, Mental Health USU, and NSS.

Post-summit, this number had risen to 80% of reporting teams with the addition of Community MH, Indiana Coming Together, Team VCE, Virtual Park Ranger, and UNH Extension Education Center.

The Nebraska New Learning Experiences team also reported that its audience was likely larger than anticipated based on work completed at the summit and could potentially grow.

⁷ In the 'Pre-Summit Project Snapshot' instrument, 27 teams responding = 84% of teams participating

⁸ In the 'Pitchfest Project Status' feedback instrument, 22 teams responding = 69% of teams participating

6. Increased Capacities

Impact Collaborative Project Teams reported an increase in their capacity as a result of the Key Informant, peer and IC Partner engagements at the Summit. This included the following:

- a. Teams connected with potential funders [Indiana Coming Together, Tuskegee Public Dialogue Team, Virtual Park Ranger, Healthy Boiler, Nebraska Regional Foods, Nebraska New Learning Experience, NSS, Mental Health Utah State University].
- b. Teams were able to leverage eXtension DEI resources [Vermont DEI, UNH Extension Education Center, Virtual Park Ranger].
- c. Teams established relationships, concrete connections with Key Informants and other teams in the field doing similar work [Tuskegee Public Dialogue Team, Vermont DEI, Virtual Park Ranger].
- d. Teams identified potential advisors/ advisory council members from the IC partners present at the Summit [Indiana Coming Together].
- e. Teams were able to identify evaluation expertise they can leverage for their projects [CIVIC, NSS].
- f. Teams identified collaborations with other teams to leverage shared resources [Community Mental Health Assessment team from MN using UMN Innovation Retreats' positive psychology practices and tools, and Prairie View's A New DEI online training resource, DEI Indy also looking to leverage Prairie View's online training resource].
- g. Teams connected with National 4-H [Nebraska New Learning Experiences].
- h. Peer engagements enabled branding and timeline considerations [Community Mental Health Assmt.]
- i. Teams gained a toolkit and PSE insight from a fellow behavioral health team [Healthy Boiler].
- j. Key Informants were able to identify existing platforms, similar applications etc. vs. the team having to create a new platform [Nebraska Regional Foods, Virtual Park Ranger, Impact Idaho].
- k. Key Informant's identified potential (grant) funding opportunities the team had been unaware of [KSU Special Projects Team, Well Connected Communities].
- l. Key Informant's identified potential NGO supports/ collaboration opportunities the team had been unaware of [KSU Special Projects Team].
- m. Key Informants identified marketing and communication opportunities the team had not previously recognized [Community Mental Health Assmt. Team MN].
- n. Key Informants identified opportunities to gain DEI administrative support from our State Extension Leadership Team [DEI Indy].
- o. Key Informants helped identify how to expand the program reach to new audiences [Mental Health Utah].
- p. Key Informants helped identify different/new sources of funding [Mental Health Utah]
- q. Peer engagements were able to identify potential partnering opportunities [Indiana Urban Agriculture/ Sustainable Urban Food Systems].
- r. Peer engagements were able to identify peer-consulting opportunities across state lines [Nebraska New Learning Experiences, UMN Innovation Retreats].

7. Project Initiation

18% of teams reporting stated they had no concrete project implementation plans whatsoever prior to attending the summit and as a result of participating in the Summit initiated their project, with some of them meeting in Indianapolis for the very first time:

- a. IRIS
- b. NPSEC
- c. Vermont DEI
- d. Cowboy Collaborative
- e. Indiana Urban Agriculture/ Sustainable Urban Food Systems

8. Implementation Planning

27% of team reporting significantly changed their project implementation plans as a result of participating in the Summit. Examples were as follows:

- a. KSU Special Projects - *refocused our program idea of how to deliver the program to our clients and considered other branching program focus areas*
- b. DEI Indy - *We were able to develop a DEI action plan with specific internal and external steps*
- c. Indiana Coming together - *Changed curriculum, internal implementation, partner approach*
- d. Healthy Boiler - *decided to create a toolkit instead of a program. We decided to change the basic approach to better address culture shift and combating stigma.*
- e. Indiana Urban Agriculture/ Sustainable Urban Food Systems - *We completely revamped our project idea during the summit. The result looks nothing like the idea our team had on Day 1.*
- f. Virtual Park Ranger - *defined a more realistic starting scope*

9. Targeted Impacts⁹

A number of teams reported anticipated targeted impacts for their respective Impact Collaborative Projects prior to arriving at the Summit. Below are some examples of teams reporting the following modified or adjusted impacts:

Dynamic Developers / A New DEI

Pre: Increase the availability of diverse programs within the Cooperative Extension Program units.

Post: To increase the number of participants that have access to programming

⁹ For a table of all reported targeted impacts per team please see appendix C.

NPSEC

Pre: Create, facilitate, and operationalize an inclusive and transparent system that incentivizes national collaboration involving a variety of stakeholders on critical issues related to pesticide safety and worker protection. Our core measure will be the successful creation and operation of up to 11 Collaboration Teams engaging 10-15 people per team.

Post: Provide constant, high-quality educational materials based on specific subject matter for pesticide applicator education; Minimize duplication of efforts; Peer review for consistent, accurate, science-based information.

Tuskegee Public Dialogue Team

Pre: Increase knowledge, connections, and activity of community members and CES staff and faculty.

Post: Increase in Knowledge of Participants in Racial Understanding and Public Dialogue.

Healthy boiler

Pre: We hope to be able to answer this by the end of the Summit.

Post: The Core Measure of Impact is to reduce the stigma of mental health and increase a positive emotional intelligence in preteen youth, One key impact indicator for our project is to show an increase in the number of partner schools that plan to utilize the emotional intelligence tool.

Nebraska New Learning

Pre: We are trying to reimagine the traditional 4-H Club in a virtual learning environment. We want to have 4-H'ers (all youth) utilizing 4-H Curriculum through virtually enhanced experiences in a subscription-based model.

Post: We will serve approx. 200K youth per year (1 out of 2) - total 405K, currently serving 1/3: total 135K. 50% increase - including traditional club members.

Project-based learning would enable youth to be connected with other youth and professionals based on their interests, not based on the availability of the club in their geography, Subscription model for project-based learning over individual curriculum sales would recoup the costs of operation.

4-H Extension personnel will facilitate the onboarding process while online enrollment system is available. Existing 4-H members will have automatic access to the online club. We will partner with one of the 2 emerging startups who is providing project-based online learning globally to test our initial assumptions.

KSU Special / Nutrition & Ag Literacy

Pre: Increase our inner cities health awareness by 5% in the Commonwealth of Kentucky

Post: We would like to measure behavioral changes in diet consumption (increase fruit and vegetable consumption particular fresh produce grown by local farmer or from local garden), and agricultural literacy among of adult and youth participants (families will gain general knowledge of how to grow and prepare fresh produce from personal or local garden).

10. Perceived Barriers:

Teams also reported on perceived and actual barriers in implementing and executing their project plans. The top barriers identified were:

- 40% Funding: [9 of 22 teams reporting]
- 28% Time/ Bandwidth: [6 teams]
- 18% Support from Administrators: [4 teams]
- 9% Support from program Leaders: [2 teams]
- 9% Language: [2 teams]

11. CES Director Support:

The teams reported that the commitment to their respective project from their CES Director varied widely from “unknown” to “6 out of 10” to “Above and beyond. All-in.”

- 32% of teams reported good support
- 45% reported high levels of support

92% of teams agreed or strongly agrees to the following statement “Our CES Administrator is satisfied with our team's Impact Collaborative experience”
[70% Agree, 22% Strongly Agree].

12. PitchFest Awards:

The teams attending the Summit participated in a “PitchFest” on the final day where they each presented the advancements on their projects and the important next steps and investments needed to move forward. The PitchFest was judged by external partners/investors, Extension leaders, and peer co-creators.

The judges' panel at the Impact Collaborative Summit PitchFest selected the following projects for a number of awards and recognition. These projects were recognized and are tapped to move forward with supports tailored to their immediate needs.

The judges scores were based on a [Pitch Evaluation Rubric](#)¹⁰ that focused on the teams ability to communicate the project, identify their project audience/ participants, clearly state their targeted impact, provide background and context, define a clear ask for time, talent, treasure or ties; and communicate how the project upholds the Impact Collaborative values of DEI awareness, providing innovative solutions, and assuring sustainability through ongoing evaluation.

TOP SCORE

(Award: Recognition and a trip to the 2019 Impact Collaborative Summit)

Tuskegee Coming Together/Public Dialogue Team - Tuskegee University

This project focuses on racial equity in the food system through amplifying the voices of those most affected.

MOST INNOVATIVE - EXTERNAL PROGRAM

(Award: Recognition and a trip to the 2019 Impact Collaborative Summit)

Virtual Park Ranger - Oregon State University

This project reconnects people with nature through an augmented reality app that stimulates improvements in personal wellness and environmental stewardship.

MOST INNOVATIVE - INTERNAL PROGRAM

(Award: Recognition and a trip to the 2019 Impact Collaborative Summit)

DEI Indy - City Lab - Purdue University

This project increases diversity, equity and inclusion practices within Purdue Extension CityLAB, a synergistic hub for the 16 Tech Neighborhood that features innovative experiential learning enabling the development of practical skills to enhance the lives and livelihoods of residents.

¹⁰ <https://docs.google.com/document/d/1NUunoL2vW2DHieOQoPd8SlcyT89TEJHwin5XaGtdYNI/edit?usp=sharing>

MOST FUNDABLE

(Award: Recognition and strategic support from eXtension Partner Development Team to advance their project and design funding strategies over the next three months.)

CIVIC - University of Florida & Florida A&M

This project fosters civil and inclusive dialogue to cultivate a climate of sustained community conversation around complex and pressing local issues through technical resources and professional development training to enable CES agents to effectively serve as conveners, moderators, and coordinator.

A New D.E.I. - Prairie View A&M

This project encourages financial and personal stability through a toolbox and open conversations about diversity, equity, and inclusion for individuals and families with limited resources.

Indiana Community Together - Purdue University

Coming Together for Racial Understanding addresses a community need to engage in dialogue and action around issues of race and racism. This research-based, deliberative, and action-focused project explores, through guided facilitated discussions and activities, the impact of race and racism in a community to improve the quality of life for those involved and impacted.

NPSEC Collaboration Teams - a national effort

This project establishes the structure and operation of Collaboration Teams which will focus on specific pesticide safety related issues and development of supporting materials to meet the needs of Pesticide Safety Education Programs based at land-grant universities and the thousands of stakeholders they serve.

Tuskegee Coming Together/Public Dialogue Team - Tuskegee University

This project focuses on racial equity in the food system through amplifying the voices of those most affected.

CROWDFUNDING READY

(Award: Recognition and through a generous contribution of LikeMinded.org, strategy, and support from its founder, Lynn Luckow, to position their project for crowdfunding using the digital platform in the coming months.)

Virtual Park Ranger - Oregon State University

This project reconnects people with nature through an augmented reality app that stimulates improvements in personal wellness and environmental stewardship.

Healthy Boiler - Purdue University

This project supports behavioral health across Indiana and beyond through the development of a toolkit designed for educators to use with preteens that focuses on positive psychology techniques to help youth build their skills related to mental health and fortitude.

Nebraska Regional Foods - University of Nebraska

This project creates a collaborative resource portal for all local food system (production, distribution, and consumption) participants to reduce duplicity of projects and increase synergy addressing regional food system challenges.

Nebraska New Learning Experience for 4H - University of Nebraska

To increase the vitality of Nebraska's rural communities, this project reimagines 4-H club experiences through leveraging technology to bridge geographic gaps by providing a virtual 4-H club experience utilizing existing 4-H curriculum and experiences.

Mental Health Utah - Utah State University

To grow resilience, hope, and connection for health and well-being in Utah communities, this project provides a plan for collaborative and comprehensive Adult and Youth Mental Health First Aid trainings across the state.

URGENT COMMUNITY NEED - EXTERNAL

(Award: Recognition and a trip to the 2019 Impact Collaborative Summit)

National Sustainability Summit - University of Florida

With the first joint National Sustainability and Extension Energy Summits as an anchor (being held in April 2019), this project aims to expand and improve the efficiency, inclusiveness, and effectiveness of this event and establish an intentional community of practice for sharing resources and engaging local, state, and national partners around sustainability and energy issues.

Nutrition & Agricultural Literacy Program Kentucky State University

This program promotes a shift in culture within CES and its programs to embrace and operationalize a more diverse, equitable, and inclusive atmosphere, recognizing multiple dimensions of identity and experience.

URGENT COMMUNITY NEED - INTERNAL

(Award: Recognition and a trip to the 2019 Impact Collaborative Summit)

Vermont DEI - University of Vermont

This program promotes a shift in culture within CES and its programs to embrace and operationalize a more diverse, equitable, and inclusive atmosphere, recognizing multiple dimensions of identity and experience.

For additional details on the PitchFest Award winners follow this link:

<https://www.extension.org/2018/10/24/pitchfestawards2018>

Participants

1. Participant Competencies

84% of Summit participants reported improving or gaining new competencies as a result of Summit activities and learning.¹¹

This data is based on pre/post of practitioner self-evaluation rubric that asked participants to rate their skills & talents in summit-related competencies as:

Expert - 4 pts. | Proficient - 3 pts. | Beginner - 2 pts. | Novice - 1 pt.

The overall pre-summit self-scoring average was at - 2.01, i.e. 'beginner,' with the overall post-test average - at 2.79, moving toward 'proficient.'

Participants reported improving their competencies as a result of the Summit based on their self-reporting in the Impact Collaborative Practitioner competencies rubric¹² as indicated below:

- a. Concept Mapping: 71% reported an improvement with the pre-summit average at 1.8 and the post-summit average at 3.2 in the above-mentioned scale.
- b. Project Roadmapping: 57% reported an improvement with the pre-summit average at 2.3 and the post-summit average at 3.1.
- c. Networking: 59% reported an improvement with the pre-summit average at 2.3 and the post-summit average at 3.
- d. External Partner Engagement: 57% reported an improvement with the pre-summit average at 1.8 and the post-summit average at 2.7.
- e. Subject Matter Expertise: 51% reported an improvement with the pre-summit average at 2 and the post-summit average at 2.8.
- f. Project Communication: 63% reported an improvement with the pre-summit average at 1.7 and the post-summit at 2.6.
- g. Collaborative Event Design: 59% reported an improvement with the pre-summit average at 2.2 and the post-summit average at 2.7.
- h. Local Public Relations: 45% reported an improvement with the pre-summit average at 1.9 and the post-summit average at 2.4.
- i. Use of the Impact Collaborative Toolkit: 61% reported an improvement with the pre-summit average at 2.1 and the post-summit average at 2.8.
- j. Evaluation: 56% reported an improvement with the pre-summit average at 1.9 and the post-summit average at 2.5.

¹¹ In the IC Practitioner Skills & Talents instrument, completed by 49 respondents = 40% of participants

¹² Rubric: <https://docs.google.com/document/d/1xod1-3PfFqYVIlq12yEVrkm3xolDS9q3loHFA2EJRk/edit?usp=sharing>

2. Participant Satisfaction

Participant respondents reported the following in response to: "I am satisfied with the IC Summit experience."¹³

27% Strongly Agree,
50% Agree,
13% Disagree,
12% Strongly Disagree

"The IC Innovation Kit materials (content, structure, and format) are conducive to our ongoing planning and development."¹⁴

58% Agree
30% Strongly Agree

"Did you get what you needed over the last three days?"¹⁴

70% Yes
8% No
22% various other

3. Participant Recommendations:

Participants stated they will recommend future Impact Collaborative Summits:

"I will recommend the Impact Collaborative Summit to others."

72% Yes
11% No
17% various other

4. Participant Intentions:

Participants indicated they will attend future Impact Collaborative workshops and events:

"I will attend future Impact Collaborative workshops and events when available."

47% Yes
22% No
31% various other

¹³ From Summit Event Evaluation [link in resource appendix], 64 respondents = 52% of participants

¹⁴ From IKW Event Evaluation [link in resource appendix], 93 respondents = 75% of participants

After Action Review

What was supposed to happen?

What did happen?



What will we do differently?¹⁵

What will we retain?

¹⁵ Image link: <https://drive.google.com/open?id=1NlKsyGdb-fqmHtKxLXtiT9CVg4k3vaOO>

Intro to After Action Review:

The Action Review Cycle comes from the US Military. The After Action Review [AAR] in this cycle is intended to complement a Before Action Review. It is, therefore, not intended simply as just a 'post-mortem' review of an action [in our case the summit] but ideally used most effectively as part of an Action Review Cycle¹⁶.

A Before Action Review for the Impact Collaborative Summit would include the following foci:

- 1-What are our targeted impacts?
- 2-What Challenges do we anticipate?
- 3-What have we [others] learned from similar situations.

A key feature of the After Action Review would be that "the stripes come off," meaning all voices equal from Private First Class to the 4-star General. To accelerate the process for the AAR after the Impact Collaborative Summit we used a technique from Liberating Structures called 1-2-4-All. Information about this Liberating Structure is at <http://www.liberatingstructures.com/1-1-2-4-all>.

We adapted the format to facilitate the Summit AAR as a "1-2-Table-All" Liberating Structure. Each question was asked and the participants were to work individually on each question for 1 minute, then for 2 minutes with a partner, followed by a 5-minute conversation at each table and wrapping up the question with report-out to the group.

Participants:

Karen Vines, Jason Weigle, Molly Immendorf, Chris Geith, Annie Hernandez, Ashely Griffin, Jennifer Taylor, Beverly Coberly, Terry Meisenbach, Angela Allen, Peter Aamondt, Teresa Hogue, Lynn Luckow, Angela Moore, Charles Stamper, Craig Wood, Annie Jones, Alice Phillips, Chris Simon, Theodor Stiegler

An After Action review was held post-summit on the morning of 10/19. The after action review was based on 4 questions. Those 4 questions were:

- What was supposed to happen?
- What did happen?
- What do we retain?
- What do we do differently?

From performing the After Action Review the following insights were uncovered:

¹⁶ <https://sites.google.com/site/thechangehandbook/samples/action-review-cycle-aar>

1. What was supposed to happen?

Teams:

- Apply Impact Collaborative tools
- Develop idea to completion
- Develop idea to pitch
- Design a concept and road map
- Leave with an action plan
- Leave energized
- Leave celebrated
- Understand and connect around Impact Collaborative - more - build a sort of "cohort?"
- Enhance innovation
- Leverage human and educational assets to improve projects

Key Informants and partners:

- Provided / leverage new resources and CES as a whole
- Focus on community benefits: Who to include
- DEI focus: racial equity

eXtension:

- Delivers a process for change

Facilitators:

- Learn & hone skills
- Become better coaches

2. What did [actually] happen?

Day 1:

- Some teams and participants disengaged
- We established somewhat of a self-fulfilling prophecy: we mentioned repeatedly that day 1 is a firehose, crammed, etc. and that set the stage for participants to react that it was too much, too rushed, etc.

Day 2-3:

- MORE ENGAGED

Overall:

- Some participants confused, questioning the goal
- Learning about: How to communicate?
- "Cramming a lot in 3 days"
- 1890s integration
- LEARNING about what space and delivery of a successful summit
- Authentic infusion of DEI, specifically racial equality
- People felt seen and heard differently
- A positive partner experience
- A DANCE PARTY!!!
- People used PRE-WORK

- Participants gained:
 - New tools and resources
 - Perspectives
 - Connections
 - Energy

- LEARNING - participants were frustrated with:
 - Day 1 vs. Day 2
 - Music during thinking time
 - Space
 - Confetti
 - Workload
 - Lack of uninterrupted space/time

- Teams: Were exhausted - in a good way.
- Pushed through challenges to breakthrough
- Teams not arriving "ready"

- We ...
 - filled the room
 - ended on a HIGH NOTE
 - CHANGED as we went along

3. What would you retain?

- Purposefully building energy
- It feels like it all has VALUE!

- The PitchFest:
 - In order to
 - Not about winning
 - Keep MC
 - Keep noisemakers

- The Dance party
- DJ/music support
- Terry - his positive culture
- Positive tone
- Going after institutional change

- This is something different: This is the summit. Not a workshop or conference

- Key informants
- Facilitators- embolden them! - as local ambassadors
- Partners - Engage them and their facilitation skills
- DIVERSE facilitators and participants
- Capacity building to re-engage and re-energize
- Positive frustration is okay!

4. What would you do differently?

- Enable integrated feedback on projects - more feedback loops in realtime, [in order to] lift up, celebrate projects
- Work more with key informants at tables

- ADD:
 - Real-time evaluation
 - What? How?
 - Facilitators
 - Training
 - Capacity
 - Facilitation skills for participants
 - Address energy hills & valleys

- Engage directors
- Do we need all of the mapping? [Canvas, Concept, and Roadmap]
- MAKE CLEARER who is IN the room at pre-work and start
- Provide introductions, who is in the room? earlier
 - Bios
 - Connections
 - Participants ask: how can we connect?

- Revisit day 1 of the Summit: Tools vs. process
- Clarify expectations for Innovation Kit Workbook: "Rapid prototyping"

- Add team building element[s]:
 - Use past Community of practice experience as a model?
 - Use facilitators to help

- NO confetti
- Clarify roles and process
- Innovation Key Informant is too laborious for one day
 - Shorter alternatives? [Lynn Luckow]

- CHALLENGE: Key informant vs. coach vs. facilitators vs. ...
- Facilitate key informant utilization / create a formal process for key informant engagement
- Getting key informants engaged at non-key informant session times
- Leverage KAI? <https://kaicentre.com/?v=7516fd43adaa> [Karen Vines]

- Enable connections purposefully:
 - Regional
 - Around subject matter
 - Around needed expertise, needed resources

- Make a "Dynamic map" digitally available that lists all resources/expertise and resource/expertise needs in the room.

- Provide MORE:
 - Space
 - Uninterrupted time

- MORE INNOVATION: Not just better projects, better ideas

- Support teams by providing processes for:
 - Leadership
 - Reporting
 - Feedback

Appendix A. - Teams Overview:

Ag. Communications*	Texas A&M University
CIVIC	University of Florida, Florida A&M
Community MH/ Multifaceted Roles of MH in CES	University of Minnesota
Cowboy Collaborative	University of Wyoming
Cultural Competency Champions*	University of Maryland
DEI Indy	Purdue Extension
Dynamic Developers / A new D.E.I.	Prairie View A&M University
Extension Opioid Crisis Response Workgroup*	national/ multi-state
Healthy Boiler	Purdue Extension
IMPACT Idaho/ Idaho 4H Volunteer Recruitment	University of Idaho
IRIS*	Mississippi State
Including Everyone*	University of Vermont
Indiana Coming Together	Purdue Extension
Innovative 4H Volunteering*	Ohio State / NIFA USDA
KSU Special Projects / Nutrition & Agricultural Literacy	Kentucky State University
KY Innovation Team	University of Kentucky
MSU Extension Bobcats	Montana State University
Mental Health USU	Utah State University
NE Region Ag & Natural Program*	Penn State
NPSEC Collaboration Teams	national/ various
NSS+NEES - National Sustainability Summit	Florida, Florida A&M, North Dakota St.
Nebraska New Learning Exp.	University of Nebraska-Lincoln
Nebraska Regional Foods	University of Nebraska
Sustainable Urban Food Syst./ Indiana Urban Ag.	Purdue Extension
Team VCE	Virginia Tech
Tuskegee Public Dialogue Team	Tuskegee University
UMES Spec Proj. /Community-based Adv. Council	University of Maryland Eastern Shore
UMN Innovation Retreats	University of Minnesota
UNH Extension Edu. Center	UNH Cooperative Extension
Vermont DEI	University of Vermont
Virtual Park Ranger/ Virtual Forest Ranger	Oregon State University
Well Connected Community	University of Minnesota Extension

*opted not to participate in PitchFest

Appendix B. - Project Descriptions

Team	Institution	
CIVIC Community Voices Informed Choices	University of Florida	This project fosters civil and inclusive dialogue to cultivate a climate of sustained community conversation around complex and pressing local issues through technical resources and professional development training to enable CES agents to effectively serve as conveners, moderators, and coordinator.
Community Mental Health	University of Minnesota	This project aims to help communities move to action to promote mental health for all residents by creating the community engagement process, mental health assessment, and toolkit.
Cowboy Collaborative	University of Wyoming	This program seeks to help diversify and grow Wyoming's economy by facilitating youth entrepreneurship.
DEI Indy	Purdue University	This project increases diversity, equity and inclusion practices within Purdue Extension CityLAB- a synergistic hub for the 16 Tech Neighborhood that features innovative experiential learning enabling the development of practical skills to enhance the lives and livelihoods of residents.
Dynamic Developers/ A new DEI	Prairie View A&M University	This project encourages financial and personal stability through a toolbox and open conversations about diversity, equity, and inclusion for individuals and families with limited resources.
Healthy Boiler	Purdue University	This project supports behavioral health across Indiana and beyond through the development of a toolkit designed for educators to use with preteens that focuses on positive psychology techniques to help youth build their skills related to mental health and fortitude.
Impact Idaho	University of Idaho	This project is focused on recruiting a greater number of volunteers to strengthen the 4-H Youth Development program in every county in the state of Idaho.
Indiana Coming Together	Purdue University	Coming Together for Racial Understanding addresses a community need to engage in dialogue and action around issues of race and racism. This research-based, deliberative, and action-focused project explores, through guided facilitated discussions and activities, the impact of race and racism in a community to improve the quality of life for those involved and impacted.
Innovative Strategies for 4-H Volunteerism	Ohio State/ NIFA	A group of extension 4-H employees from across the system who are passionate about 4-H volunteerism has come together to identify innovative strategies that will recruit, retain and sustain a diverse volunteer workforce in order to reach youth outcomes and 4-H growth goals.
Iris	Mississippi State University	Iris will connect Extension experts with existing and new customers, delivering education where, when, and how they want it, and engaging those customers in planning, advocating for, and participating in the future of Extension.
Nutrition & Agricultural Literacy program	Kentucky State University	This program promotes a shift in culture within CES and its programs to embrace and operationalize a more diverse, equitable, and inclusive atmosphere, recognizing multiple dimensions of identity and experience.
Mental Health USU	Utah State University	To grow resilience, hope, and connection for health and well-being in Utah communities, this project provides a plan for collaborative and comprehensive Adult and Youth Mental Health First Aid trainings across the state.
MSU Bobcats	Montana State University	This project works on increasing the vitality of Montana's rural communities as they face complex issues, demographic shifts, and increase leadership capacity and problem-solving abilities in local citizens.

Nebraska Regional Foods	University of Nebraska	This project creates a collaborative resource portal for all local food system (production, distribution, and consumption) participants to reduce duplicity of projects and increase synergy addressing regional food system challenges.
Nebraska New Learning Experiences	University of Nebraska	To increase the vitality of Nebraska's rural communities, this project reimagines 4-H club experiences through leveraging technology to bridge geographic gaps by providing a virtual 4-H club experience utilizing existing 4-H curriculum and experiences.
NPSEC	Various	This project establishes the structure and operation of Collaboration Teams which will focus on specific pesticide safety related issues and development of supporting materials to meet the needs of Pesticide Safety Education Programs based at land-grant universities and the thousands of stakeholders they serve.
NSS	U. of Florida, U. of Nebraska, Florida A&M, Utah State, Mississippi State	Our national team is working to deliver integrated, systemic, and strategic sustainability and energy Extension and research across the full platform of issue and program areas. With the first joint National Sustainability and Extension Energy Summits as an anchor (being held in April 2019), we aim to expand and improve the efficiency, inclusiveness, and effectiveness of this event and establish an intentional community of practice for sharing resources and engaging local, state, and national partners around sustainability and energy issues.
Sustainable Urban Food Systems/ Indiana Urban Agriculture	Purdue University	This project is looking to create an institutional shift in how we address urban food systems to create a more cohesive unit. This project will lead to extension reaching a new urban audience through programming surrounding urban food systems. Our purpose is to realign Extension's vast resources to offer focused, coordinated services to Indiana's urban areas and make Purdue Extension the 'go-to' resource for urban food systems education nationally.
Team VCE	Virginia Tech and Virginia State University	This team is developing a strategic plan related to Virginia Extension's Opioid Crisis Response activities.
Tuskegee Public Dialogue Team	Tuskegee University	This project focuses on racial equity in the food system through amplifying the voices of those most affected.
UMES Special Project Team	U. of Maryland Eastern Shore	This project seeks to improve Ag. communications to connect and steward the work of UMES Extension related to food production & security; behavioral health; and diversity, equity, and inclusion.
UMN Innovation Retreats	University of Minnesota Extension	To design and develop an innovation retreat frameworks and process that can foster community changemakers' efforts in bringing together thriving Minnesota communities. These retreats include an intentional focus on equity and inclusion.
UNH Extension Education Center	University of New Hampshire	This project seeks to build an education initiative for NH's growing population of immigrants and refugees that facilitates programming and training to teach and empower families to grow food in home and community gardens and to overcome critical home and landscape-based challenges.
Vermont DEI	University of Vermont Extension	Supporting a shift towards a culture that embraces and operationalizes a more inclusive atmosphere, recognizing multiple dimensions of identity and experience.
Virtual Park Ranger	Oregon State University	This project reconnects people with nature through an augmented reality app that stimulates improvements in personal wellness and environmental stewardship.

Well Connected Communities Moorhead	University of Minnesota Extension	In building a partnership to support youth from the new American community and various ethnic groups in the Fargo Moorhead metro area, this working to improve social cohesion and physical activity in natural areas.
KY Innovation Team	University of Kentucky	This team is working to build a program that increases trust in a more innovative culture where it is ok to fail, where cohesive teams reduce siloing that strengthens programming to reach Kentuckians.

Appendix C. - Teams reported these Targeted Impacts:

Team Name	Targeted Impacts
CIVIC Community Voices Informed Choices	Knowledge gain perceptions of community actions on issues
Community Mental Health MN	Not yet determined – will be determined with engagement of Extension professionals in all our areas of work.
Cowboy Collaborative	increase knowledge and build and grow Wyoming's economy
DEI Indy	Targeted impacts include real-life practical skill development and behavior change, diverse program access and participation, and increased Purdue Extension-Marion County visibility and public acknowledgment.
Dynamic Developers / A New DEI	Increase the availability of diverse programs within the Cooperative Extension Program units.
Healthy Boiler	We hope to be able to answer this by the end of the Summit
Impact Idaho	See above. Provide tools for recruitment and increase in volunteers to serve 4-H youth in participating counties.
Indiana Coming Together	N/A
Innovative Strategies for 4-H Volunteerism	recruitment and retention strategies for new volunteers who are new to 4-H and those who have a past 4-H experience.
Iris	N/A
KSU Special Projects / Nutrition & Ag Literacy	Increase our inner cities health awareness by 5% in the Commonwealth of Kentucky
KY Innovation Team	These have not been identified
MSU Bobcats	Increased local leadership. Communities develop their own solutions to issues limiting vitality. MSUE is a valued partner with local communities and crucial to those communities and all levels of leadership.
Mental Health USU	Through two funded projects, our CI project has in place the following timelines: Adult Mental Health First Aid: By December 31, 2019, have trained 375 individuals in MHFA; achieve 750 referrals to professional services, self-help strategies, or other support strategies. Youth Mental Health First Aid: By September 29, 2021, have 2,800 individuals trained in YMHFA; achieve 750 referrals to professional services, self-help strategies, or other support strategies; achieve a total of 3,300 referrals of youth to professional services, self-help strategies, or other support strategies. Youth Mental Health Awareness: By September 29, 2021, provide mental health and resilience education to 200 youth.
NPSEC	1) Increase efficiency in the development of pesticide safety education materials: Identify pesticide safety educational needs based upon individual subject areas; Bring together subject matter experts to determine existing resources in development, and gaps; Identify priorities to fill gaps 2) Identify operational guidelines to ensure consistency of Collaboration Team efforts: Assigning roles and responsibilities of team members; Establishing methods for peer

	review of materials; Revenue sharing policies as necessary
NSS+NEES	Number of individuals participating in the conference, number of new attendees at conference, number of new recruits to ANREP, number of non-Extension attendees, number of Ext specialists and researchers participating, number of reports, publications and plans produced.
Nebraska Extension Regional Foods Systems	Multiple groups have identified the need for a digital/virtual hub to gather resources and connect all sectors of the food system and the people and organizations working within them. It is our goal to provide this service and have 80 people access the site in the first 6 months. 12 external partners will engage with the site in the first six months. Website survey will reveal a majority of users are satisfied with the navigation and usefulness of the website. 50% will agree that they learned something new.
Nebraska New Learning Experiences	Support community development through positive youth development. Grow 4-H enrollment, increase participation in exhibits, and learning experiences.
Sustainable Urban Food Systems / Indiana Urban Agriculture	Increased number of new customers.
Team VCE	Decreased youth experimentation with opioids, decreased adult patient opioid addiction, effective and coordinated responses to the opioid issue with all relevant stakeholders engaged.
Tuskegee Public Dialogue Team	Increase in Knowledge
UMES Special Project Team / Creating a Community based advisory council	(1) Online Q&A's for programs involving food production & security; behavioral health; and diversity, equity, & inclusion. (2) Online forums for key identified groups that will allow for important conversations. (3) Marketing pieces/apps to serve as informational pieces.
UMN Innovation Retreats	Increased confidence, competence, and connections among changemakers.
UNH Extension Education Center	TBD
Vermont DEI	TBD
Virtual Park Ranger	Childhood obesity (physical activity and nutrition) and environmental stewardship.
Well Connected Communities Moorhead	More success for youth in school, more opportunities

Addtl. Resources:

Impact Collaborative Innovation Kit Workshop Event Evaluation Report

<https://docs.google.com/document/d/1OBMm1Gjl-6BRAD1WrkqnwzTfrUuiM3fINgD7DPvQdsE/edit?usp=sharing>

Impact Collaborative Summit Event Evaluation Report

https://docs.google.com/document/d/1KCFbL2_NcK-FWATlO4MEluHkyly-EOZTfQhuVmpl4PI/edit?usp=sharing