

Staci Emm

Professor and Extension Educator



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College of Agriculture,
Biotechnology & Natural Resources

Job Duties (Teaching, Research, Service)

- Livestock Producer on the Walker River Reservation in Nevada
- University of Nevada, Reno Faculty Member
 - Project Director for Extension Tribal Programs, including Federally Recognized Tribes Extension Program (FRTEP)
 - Project Director for Nevada Beginning Farmer and Rancher Development Program, Nevada Food Business Center, and Nevada Agriculture Risk Management Programs
 - Project Director for National/Regional American Indian Land, Water, and Ag Business Outreach Project
 - Nevada Project Director of Multi-state Hemp Sustainability Agriculture Systems Project
 - Project Director for National/Regional Tribal Climate Projects
 - Supervisor of staff in Nevada Tribal Students Program



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My Background

- Grew up and currently live on the Walker River Indian Reservation in Schurz, NV
 - Part of a generational farming and ranching family on the reservation
 - I am the oldest and shortest of three girls.
 - I was a newspaper reporter for Mason Valley News before joining the University.
- University of Nevada, Reno Alumni
- Masters of Agriculture from Colorado State University
- Began Extension employment in the FRTEP program for Nevada Tribes July 1, 2000

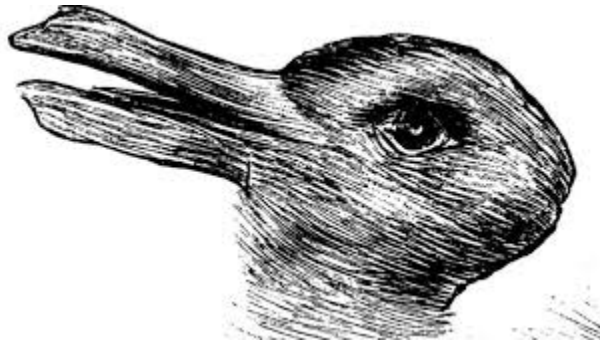


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Diversity in Agriculture....

- United States has all kinds of diversity in agriculture
 - Different commodities and ag products
 - Diversity in our producers
 - Diversity in our local and regional food system
- Diversity creates opportunities that we don't always recognize



We see diversity as hard, and it can be hard, but it also can be rewarding....

It is a matter of perspective!



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Embracing Diversity in Agriculture

- To work in different diverse environments requires an understanding and appreciation of the people, their culture and the lifestyle.
 - To broaden you perspective, collaboratively seek new ways of looking at old problems.
 - Redefine your problem to see it more objectively from different points of view.
 - Create objectivity. Direct problems into opportunities.



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Communication

- Similar to perspective, our personal communication style stems from our cultural background.
 - When two individuals communicate, a relationship begins to take shape, whether positive or negative.
 - When two individuals communicate, they define themselves as well as the subject they discuss.
- Cross-cultural communication recognizes that different cultures may communicate differently.
 - Skills in cross-cultural communication focus on understanding one's own perspectives while learning to appreciate another's perspectives.



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Communication

- Open Communication
 - Seeks a safe place where no one feels coerced to participate.
 - The meeting location is comfortable.
- Empathic Listening
 - This is how information sharing begins.
 - Allows a person to listen and respond accurately based on mutual understanding, respect and trust.
 - Most important and most challenging skill to practice in today's hectic work world.

Among many American Indian cultures, silence and a lack of eye contact are deemed acceptable communication styles. These communication styles may also reflect that a person is unable to share their thoughts, ideas and feelings with another person they do not know.



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Direct Problems into Opportunities

Example: American Indian Agriculture

- When faced with multifaceted challenges working on Indian lands...
 - Redefine the problem.
 - Consider the land tenure and water issues that the reservation must address.
 - Become familiar with the tribal governance on the reservation.
 - Learn about the culture of the tribe(s).
 - Find opportunities to customize your program and/or message to better fit the needs of a particular reservation.



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USDA Program Implementation

- Pasture, Rangeland and Forage – USDA, Risk Management
 - Who owns the land, Who owns the Cattle, Who can sign up
- USDA, Farm Service Agency
 - Land Collateral – Indian land tenure, Access to Credit
- USDA, Natural Resources Conservation Service
 - Water right jurisdictions, Indian land tenure, implementation of the Environmental Quality Incentives Program

Specific situations that we need to learn from



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Questions

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