

Memorandum of Understanding

between the

Minorities in Agriculture, Natural Resources and Related Sciences

and the

National Association of Conservation Districts

and the

National Association of State Conservation Agencies

This Memorandum of Understanding (MOU) is made and entered into by and between the Minorities in Agriculture, Natural Resources and Related Sciences, hereinafter known as MANRRS, the National Association of Conservation Districts, hereinafter known as NACD, and the National Association of State Conservation Agencies, hereinafter known as NASCA. It is made under the authority and Bylaws of the respective signers.

I. PURPOSE

The purpose of this MOU is to establish a general framework for cooperation between MANRRS, NACD, and NASCA, hereinafter also referred to as the signatories, to:

- Encourage close relationships between the signatories to accomplish goals in matters of mutual interest, particularly as related to furthering the mission and objectives of the respective organizations.
- Participate and engage in each other's meetings, events, and other activities, so as to foster coordination of matters of mutual interest.
- Provide guidance and expertise in the development of topics related to diversity, equity and inclusion where appropriate.
- Provide opportunity for exploration of careers in natural resource related federal, state and local agencies including conservation districts.
- Allow for exchange of services to achieve matters of mutual interest to the signatories.

II. STATEMENTS OF MISSION AND MUTUAL INTERESTS:

A. Minorities in Agriculture, Natural Resources and Related Sciences

Founded in 1985, the mission of MANRRS is to promote academic and professional advancement by empowering minorities in agriculture, natural resources, and related sciences. MANRRS is a national

society that welcomes membership of people of all racial and ethnic group participation in agricultural and related science careers.

B. National Association of Conservation Districts

Founded in 1946, NACD is a private, nonprofit (501(c)(3)) organization that serves as the national voice for the nation's 3,000 conservation districts, which are local subdivisions of state government. The mission of NACD is to promote responsible management and conservation of natural resources on all lands by representing locally-led conservation districts and their associations through grassroots advocacy, education and partnerships.

C. National Association of State Conservation Agencies

Founded in 1967, NASCA is a private, nonprofit (501(c)(3)) organization that serves as the national voice for the state conservation agency in each state. The state conservation agency is defined in statute as the state agency with administrative oversight or direct connection to the state's conservation districts. The mission of NASCA is to strengthen members' capacity, and influence national programs, partnerships, and policies by providing leadership, focus, information, training, and direction.

III. SCOPE OF WORK

For a period herein set forth, the signatories shall provide, to the best of their abilities, the necessary personnel, materials, services, and facilities to perform all things necessary for or incidental to the performance of this MOU.

An annual work plan will be developed mutually between the three signatories to help facilitate implementation of this MOU and guide efforts to accomplish goals in conservation matters of mutual interest.

Areas to be considered in an annual work plan could include:

MANRRS will conduct one or more of the following, subject to the availability of resources:

- a. Inform MANRRS members of this MOU and disseminate copies of it appropriately;
- b. Provide MANRRS members and affiliates with information on opportunities with conservation districts and their state associations, as well as provide information to students regarding the NACD mission and various career opportunities;
- c. Collaborate with NACD to assess the availability of distance learning technologies;
- d. Assist in organizing, funding, and implementing special projects such as career summits, workshops, conferences, forums, and community outreach initiatives relating to this MOU;
- e. Foster communications between members and local chapters of MANRRS with NACD, conservation districts and their state associations;
- f. Encourage, identify, and solicit student participation in NACD and conservation district supported programs;
- g. Participate in NACD conferences and other programs by providing exhibits, workshops, recruitment and other appropriate information and activities when time permits;

h. Collaborate in an advisory role with NACD on its diversity equity and inclusion task force initiatives.

NACD will conduct one or more of the following, subject to the availability of resources:

- a. Inform conservation districts and their state associations of this MOU and request their participation in its implementation;
- b. Provide information to MANRRS on opportunities such as career workshops or institutes, job announcements, internships, and mentorship opportunities related to natural resource conservation;
- c. Provide information to conservation districts and their state associations on MANRRS chapters, programs, and related services;
- d. Increase the recruitment of minorities through MANRRS for internships, scholarships, fellowships, seasonal employment, and related education, training and employment opportunities through conservation districts, their state associations and related federal and state agencies;
- e. Encourage conservation districts and their state associations to consider contracts, grants, and cooperative agreements with MANRRS to promote programs in areas of mutual interest;
- f. Assist in organizing, funding, and implementing special projects such as career summits, workshops, conferences, forums, and community outreach initiatives relating to this MOU;
- g. Participate in MANRRS conferences and other programs by providing exhibits, workshops, recruitment and other appropriate information and activities when time permits;
- h. Increase collaborative efforts with MANRRS to promote community outreach initiatives and partnership school programs; and
- i. Provide MANRRS with support, as available, to meet the objectives of this MOU.

NASCA will conduct one or more of the following, subject to the availability of resources:

- a. Inform state conservation agencies of this MOU and request their participation in its implementation;
- b. Provide information to MANRRS on opportunities such as career workshops or institutes, job announcements, internships, and mentorship opportunities related to natural resource conservation;
- c. Provide information to state conservation agencies on MANRRS chapters, programs, and related services;
- d. Increase the recruitment of minorities through MANRRS for internships, scholarships, fellowships, seasonal employment, and related education, training and employment opportunities through conservation districts, their state associations, state conservation agencies, and related federal and state agencies;
- e. Encourage state conservation agencies to consider contracts, grants, and cooperative agreements with MANRRS to promote programs in areas of mutual interest;
- f. Provide MANNRS with access to NASCA's AskNASCA tool, which allows direct communication with every state conservation agency to gather information or ask questions;
- g. Assist in organizing, funding, and implementing special projects such as career summits, workshops, conferences, forums, and community outreach initiatives relating to this MOU;
- h. Participate in MANRRS conferences and other programs by providing exhibits, workshops, recruitment and other appropriate information and activities when time permits;

- i. Increase collaborative efforts with MANRRS to promote community outreach initiatives and partnership school programs; and
- j. Provide MANRRS with support, as available, to meet the objectives of this MOU.

IV. MUTUALLY AGREED TO AND UNDERSTOOD BETWEEN THE SIGNATORIES THAT:

1. The signatories will promote matters of mutual interest with their members, customers, and partners.
2. The signatories will appoint a liaison to serve as a means of facilitating communication and cooperation.
3. Nothing in this MOU shall be construed as obligating the signatories to expend funds or to enter into any contract or other obligation. Specific work projects or activities, however, may involve the transfer of money, services or property between the signatories. In these instances, separate mutually agreed upon cooperative agreements or contracts, subject to appropriate statutes, regulations and policies will be required.
4. This MOU in no way restricts any party from participating in similar activities or arrangements with other public or private agencies, organizations, or individuals.
5. This MOU shall become effective upon the date of final signature and shall continue for a period of five years. This MOU may be modified or amended upon written request of either party and concurrence of the others. This MOU may be terminated with 60-day written notice by any party.

V. APPROVAL

The undersigned parties hereby agree to the terms and conditions specified above.

DocuSigned by:
Dr. Antomia Farrell 2/1/2021
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Minorities in Agriculture, Natural Resources and Related Sciences Date

DocuSigned by:
Mr. Tim Palmer 2/1/2021
DB0417725A5A44A...

National Association of Conservation Districts Date

DocuSigned by:
Vernon N. Cox 1/29/2021
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National Association of State Conservation Agencies Date