

## Action Plan for 4-H Access, Equity, and Inclusion: 2016-1017

**GOAL:** The strategic goal for the area of Access, Equity and Inclusion is to ensure that 4-H is available, welcoming, and relevant to all Oregonians, regardless of disability, gender identity, cultural background, or belongingness to other vulnerable groups. This goal is evidenced through the following:

1. Expanded marketing, promotion, and opportunities for vulnerable audiences
2. Increased faculty and staff knowledge and understanding of working with vulnerable populations
3. Integration of traditional 4-H club programming with non-traditional outreach programming and vice versa to increase diverse 4-H enrollment in Oregon
4. Increased programming about workforce readiness
5. Increase high school graduation rates to contribute to the success of the Oregon Governor's 40-40-20 goal
6. Secure funding to increase the number of Oregon 4-H faculty and staff from different cultural backgrounds, gender identities, ability levels, and diverse skill sets.

### Strategic Action Steps

1. **Strategic Action Step:** Create, integrate, and provide diverse advertising and promotion materials to counties based on County demographics.
  - a. **Goal/Metric Addressed:** Works towards fulfilling indicator #1 through providing appropriate diverse advertising informed by county demographics
  - b. **Timeline to Accomplish:** By September 31, before October (4-H month)
  - c. **Resources Needed:** County demographics obtained through Lena Etuck (OSU Extension), partner with Inclusive 4-H Research Team, assess existing promotion material, and work with communications strategic planning group to amend current materials to be more inclusive
2. **Strategic Action Step:** Create a 4-H resource webpage that will connect volunteers and staff with free materials to facilitate inclusion of youth from vulnerable populations. This webpage should be easily accessible through the main 4-H Web Page.
  - a. **Goal/Metric Addressed:** Fulfills goals under indicator #2 by providing opportunities for volunteer and professional development
  - b. **Timeline to Accomplish:** Before or soon after full roll-out of the new Oregon 4-H website
  - c. **Resources Needed:** Possible additional funding if KIT were to be renewed, partnership with the disability inclusion committee, partner with Andy Hoffmann as the new 4-H website is developed
3. **Strategic Action Step:** Amend 4-H enrollment form to include disability indicators, and provide space for youth/parents to identify modifications that 4-H volunteers and staff could make to optimize their experience.
  - a. **Goal/Metric Addressed:** Doing this will allow us to track populations involved with 4-H, so that meaningful and accurate comparisons can be made to demographics of the surrounding communities. Volunteers and staff can use this information in order to optimize the experience and benefits that 4-H

provides to every youth in the program. This can also help to inform outreach and inclusion efforts. This information will be informative for all indicator efforts.

b. **Timeline to Accomplish:** Amendment of forms is reliant on approval through many OSU channels, timeline: Official timeline TBA

c. **Resources Needed:** Pair with Inclusive 4-H Research Team to identify appropriate tracking and indicators. Approve with Pamela Rose and OSU Office of Affirmative Action

4. **Strategic Action Step:** Amend current tracking systems to reflect inclusion of vulnerable populations of youth and volunteers

a. **Goal/Metric Addressed:** Doing this will allow us to track populations involved with 4-H, so that meaningful and accurate comparisons can be made to demographics of the surrounding communities. This can also help to inform outreach and inclusion efforts. This information will be informative for all indicator efforts.

b. **Timeline to Accomplish:** Timeline TBA

c. **Resources Needed:** Pair with Inclusive 4-H Research Team to identify appropriate tracking and indicators for youth with disabilities. Use additional resources (Mario, etc.) to assess whether 4-H is appropriately tracking youth from diverse cultural backgrounds. Use resources on campus to form more appropriate ways of tracking youth from all gender identities. Approve with Pamela Rose, Mary Arnold, and OSU Office of Affirmative Action.

5. **Strategic Action Step:** Connect with cultural competency resources on OSU campus in order to establish appropriate and culturally relevant outreach practices, and build connections with the surrounding community (African American, Latinos, and Native American, Caucasians from rural communities, etc.).

a. **Goal/Metric Addressed:** Works towards fulfilling indicator #1 through establishing meaningful connections with diverse populations and establishing culturally relevant outreach practices

b. **Timeline to Accomplish:** Timeline TBA

c. **Resources Needed:** Alison White Eyes (organizer) OSU cultural centers (Lonnie B. Harris, Long House, etc.)

6. **Strategic Action Step:** Provide diversity training for new hires, and additional training for current staff during state conference. Diversity training at state conference should be a mandatory session with all staff in order to have maximum scope for impact.

a. **Goal/Metric Addressed:** Fulfills goals under indicator #2 by providing opportunities for professional development.

b. **Timeline to Accomplish:** Have this prepared before or by next conference

c. **Resources Needed:** Work with Pamela and state conference planning committee to schedule an all-staff vulnerable populations workshop during the conference. Work with Inclusive 4-H Research Team to plan workshop contents, work with CAPS on OSU campus to plan workshop contents, work with Pride Center on OSU campus to plan workshop contents, and connect with National 4-H vulnerable populations working groups to inform workshop structure.

7. **Strategic Action Step:** Amend new staff and volunteer training packets to include information about inclusion of youth from vulnerable populations. This would be training beyond the traditional cultural

competency, and could possibly take the form of an implicit bias or similar training module.

a. **Goal/Metric Addressed:** Fulfills goals under indicator #2 by providing opportunities for volunteer and professional development.

b. **Timeline to Accomplish:** Timeline TBA

c. **Resources Needed:** Touch base with professional development and volunteerism committees of the strategic plan in order to coordinate efforts. Connect with Office of Affirmative Action on OSU campus to find resources and trainings offered by OSU. Connect with National 4-H Hispanic Council to access their training materials and expertise.

8. **Strategic Action Step:** Increase recruitment, involvement, and hiring of 4-H faculty, staff, and volunteers from vulnerable populations (adults).

a. **Goal/Metric Addressed:** Is in alignment with Indicator 6

b. **Timeline to Accomplish:** Timeline ASAP

c. **Resources Needed:** Reach out to 4-H State Program Leader, Dean of CPHHS, and Dean of OSU Extension to amend hiring and recruitment practices that may leave out or exclude otherwise qualified peoples from vulnerable populations. Allowing people with/without 4-H experience to apply by broadening language to include applicants with other youth development program experiences.