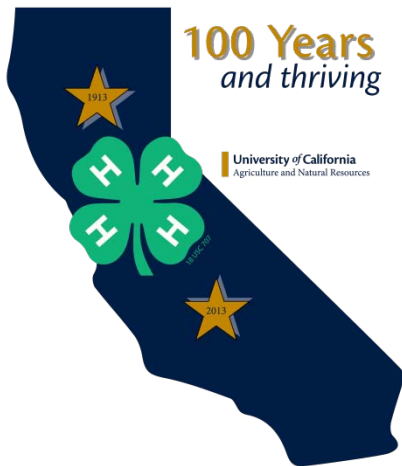


# APPRECIATING DIVERSITY

## *Volunteers for the Next Generation*

North Bay Cluster 4-H Council Presentation



Based on VRKC:  
Volunteer Research Knowledge Competency Taxonomy  
*Volunteers for the Next Generation*  
National 4-H Council

Spring 2014

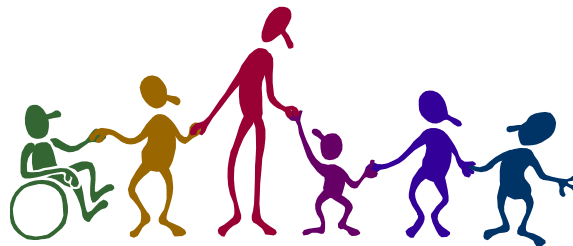
## DEFINITIONS:

**Diversity** is a word that describes the differences among people.

**Multiculturalism** is seeing, understanding, and finding good in cultural differences.

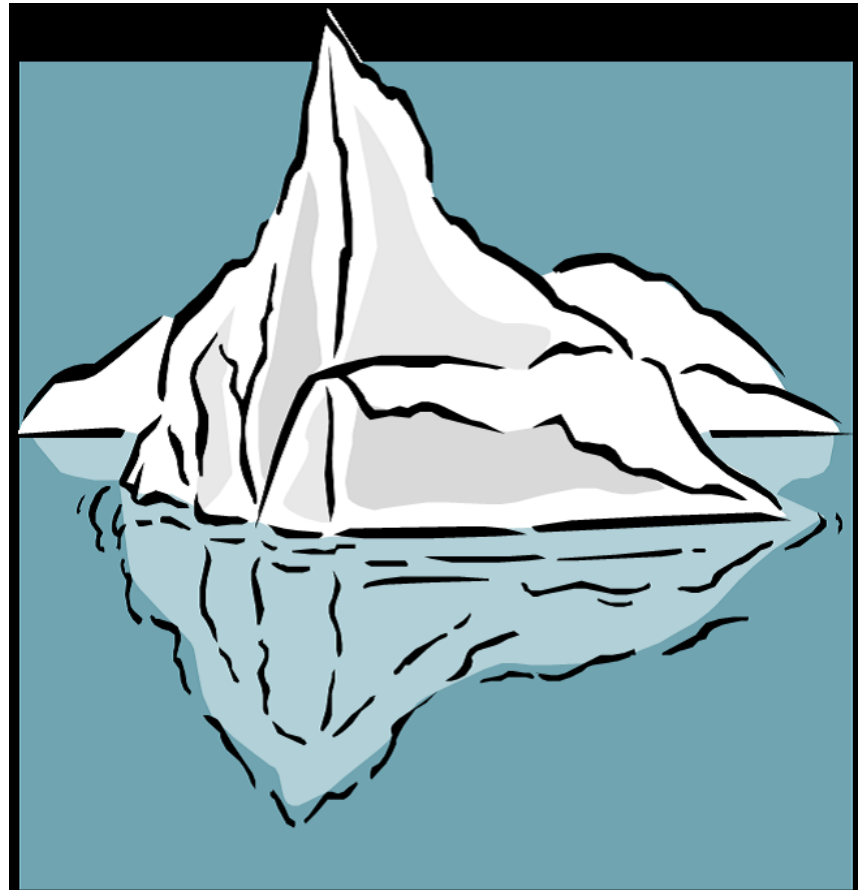
**Culture** includes values, beliefs, and ways of thinking and speaking that a group develops to survive in a particular environment.

Appreciating differences and developing multicultural awareness starts with each individual.



# Culture as an Iceberg

Many of our values and beliefs can be visible to others, while other elements of culture are within us.



# Find Teachable Moments

Providing a safe, welcoming environment that appreciates the differences and embraces culture is important for youth to grow and develop.



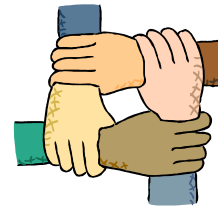
Consider situations that may occur in 4-H meetings, activities and events can help volunteers be prepared to model and support youth as they develop their own multicultural understanding and appreciation.

# Appreciating Differences and Multicultural Understanding



It's an important priority for volunteers when working with youth and other adults.

It's a foundational element for positive youth development.



# Personal Bias:

## A Self Assessment Reflection Exercise

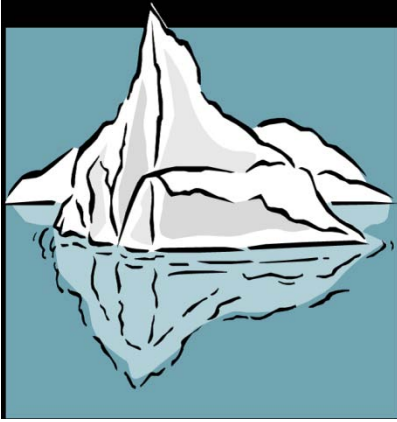
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*Use these prompts to explore your experiences with and attitudes about difference.*

1. The first time I became aware of differences was when...
2. As I was growing up, I was taught that people who were different from me were...
3. A time I was mistreated because of my own difference was when...
4. A time I mistreated someone for being different was when...
5. I feel most comfortable when I am around people who...
6. I feel least comfortable when I am around people who...
7. The memories and experiences I have of differences affect my volunteer work by...

Handout 1



# Culture is an Iceberg

Which of these do you think are:  
above the surface?  
below the surface?

Styles of dress  
Ways of greeting people  
Beliefs about hospitality  
Importance of time  
Paintings  
Values  
Literature  
Beliefs about child raising  
Attitudes about personal space  
Nature of friendship  
Ideas about clothing  
Foods  
Greetings  
Facial expressions and hand gestures  
Work Ethic  
Concept of Self

Religious beliefs  
Religious rituals  
Concept of beauty  
Rules of polite behavior  
Attitude toward age  
Role of family  
General worldview  
Beliefs about the responsibilities of teens  
Gestures to show you understand what has  
been told of you  
Holiday customs  
Music  
Dancing  
Celebrations  
Concepts of fairness

Handout 2

# Sample: Teachable Moments of Multicultural Awareness



## Honest Inquiry

- Situation: *In one of your programs, there is a young person with special needs. After a full day of instructional activities another younger youth asks you, “Why is he different?”*
- Effective Response: Address the question first by stating that you appreciate that she values uniqueness enough to notice differences. Ask, “What made you say that about him?” In your response, acknowledge that people are different in many ways and offer opportunities for youth to point out why differences can be positive. On the flip side, points out that people are also often mistreated because of their differences. Encourage youth to share ways that they are “different” or “unique” and how others have treated them as a result.
- Ineffective Response: Simply answering that he’s not different implies that everyone is the same and can be a form of oppression itself.





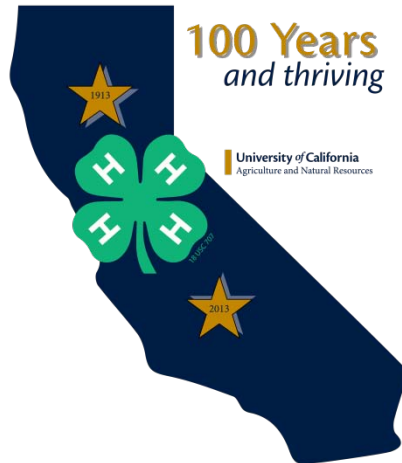
**What are some examples of  
APPRECIATING DIVERSITY  
have you seen in the program?**



- English/Spanish versions of invitations to join 4-H
- Teens leading educational activities in diverse communities
- Upper star rank projects focused on outreach to underrepresented audiences
- Including diversity awareness activities in group meetings

**What are some ways other ways you can show  
APPRECIATING DIVERSITY  
in the program?**

# ACKNOWLEDGEMENTS



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