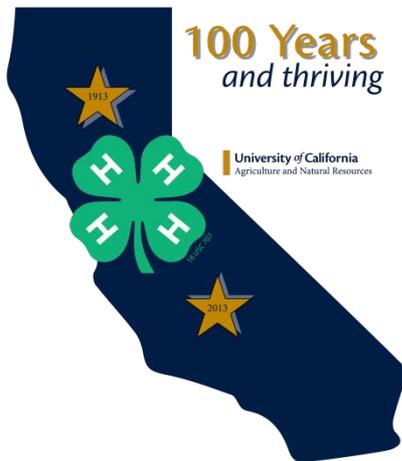


APPRECIATING DIVERSITY

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.

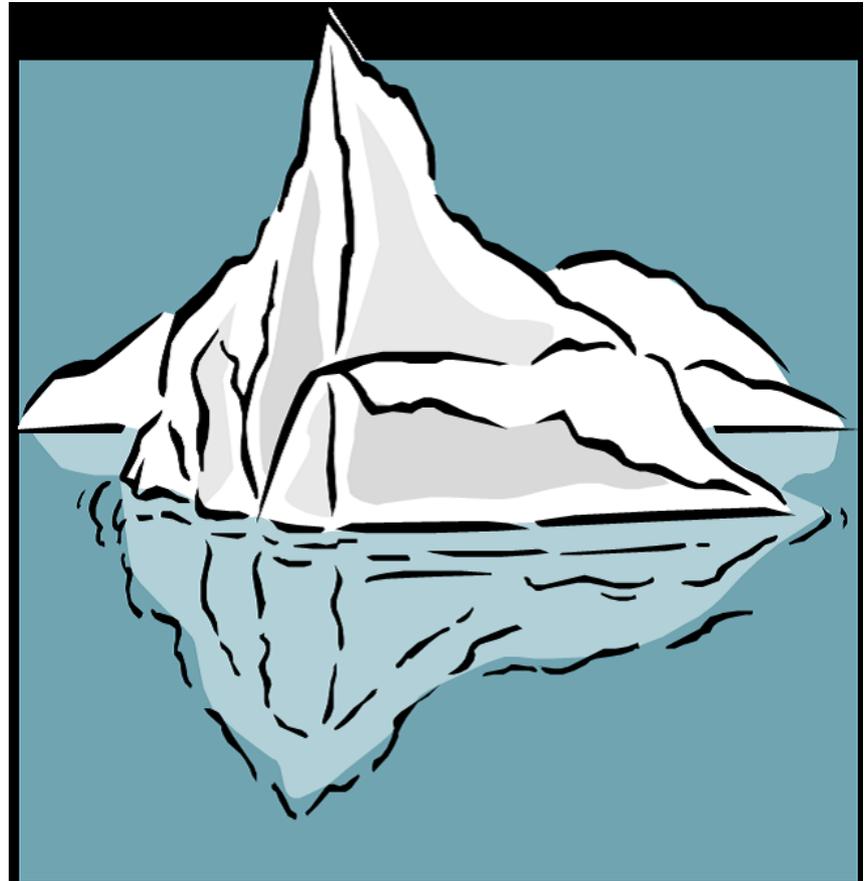
Culture includes values, beliefs, and ways of thinking and speaking that a group develops to survive in a particular environment.

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:

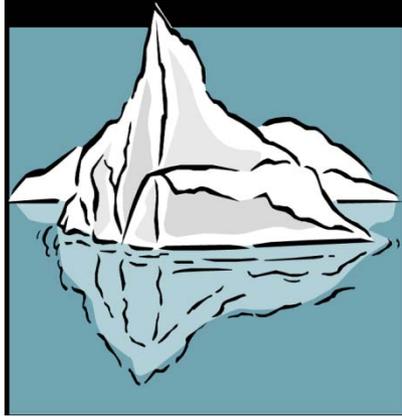
A Self Assessment Reflection Exercise



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.



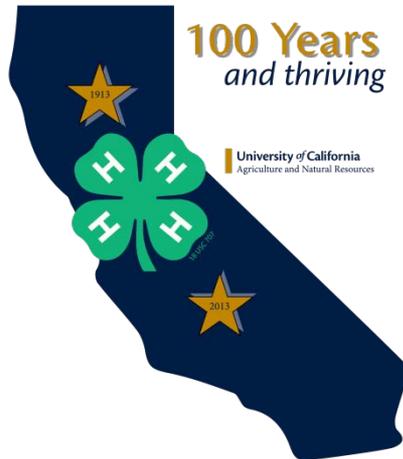
**What are some examples of
APPRECIATING DIVERSITY
have you seen in the program?**



- 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?**

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University of Wisconsin-Extension
Volunteers for the Next Generation

California North Bay Cluster Staff:

Jim O'Neill
Allison Keaney
Judy Ludovise
Stephanie Larson
Dave Lewis
Jane Chin Young