



*Next Generation Extension  
– Learning For Leaders*

**Conversation About  
Inclusivity in 4-H  
Programming**

May 18, 2018



**Resources Shared During Webinar**

<https://youtu.be/xUpTva1kECE>

Hibberd, Charles A. “Cooperative Extension Message on 4-H Inclusiveness.”

<http://elink.clickdimensions.com/m/1/43087935/02-b18129-618c56ca80054eacad8b8cf70ee9350a/1/123/782a561e-1fc5-4d84-9139-8a31487a4cd1>, May 2018.

“4-H Practices for Inclusion of Individuals of All Gender Identities, Gender Expressions, Sexual Orientations, and Sexes: Frequently Asked Questions.” University of California, Agriculture and Natural Resources, November 2017. <http://4h.ucanr.edu/files/274340.pdf>, May 18, 2018.

Quote shared by Glenda Humiston, from best practices in 4-H camp setting; “common courtesy” messaging:

“Our program meets the community as they are, where they are and we encourage people to come as they are. Staff and volunteers are required during a limited time and for a particular purpose to extend to our young members common courtesy and respect. This instance is simply an example of guidance we have provided in the past and will continue to provide in the future. Guidance is a tool for staff, volunteers and youth members to understand and positively engage with those unlike themselves for nothing more than to enable everyone in the community to enjoy the 4-H experience.”

New York State 4-H. “NYS 4-H Safe Space Logo OFFICIAL-FINAL.png”, <https://goo.gl/images/odK492>, May 18, 2018.

From Chat - Chuck Hibberd : This is the specific model created by Rita Hardiman and Bailey Jackson in its most simplified form:

<https://www.pcc.edu/staff/pdf/671/SocialIdentityDevelopmentModel.pdf>

LGBTQ Inclusion in Youth Program Environments

[http://actforyouth.net/resources/pm/pm\\_lgbtq\\_0613.pdf](http://actforyouth.net/resources/pm/pm_lgbtq_0613.pdf)

<http://actforyouth.net/adolescence/toolkit/identity.cfm>