



Inclusive Club Resource Packet



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Introduction to the Inclusive Club Resource Packet

This packet is a direct result of the Inclusivity Survey which was conducted with general leaders and new families in clubs across Fond du Lac County.

4-H National Headquarters has released a list of eight Essential Elements of positive youth development, which 4-H clubs should strive to meet. All eight are defined and explained in the chart following page. The three Essential Elements targeted by the Inclusivity Survey and this Inclusion Resource Packet are highlighted on the chart. These three Essential Elements are: a safe environment, an inclusive environment, and engagement in learning. Providing and supporting these elements in club and county meetings and activities will help make 4-H a positive experience for all involved. It is important in a youth's development that they feel safe, included and engaged. It is also important for your club to support youth in these ways, in order to gain and retain members.

According to general leaders and families alike, there are certain things that clubs can do to support safety, inclusion and engagement. The contents of this packet are intended to address the main ingredients that general leaders and new families reported were successful and/or requested more support in including.

Please use the resources in this packet as a guide. Use them to generate more ideas. Contact leaders from around the county to share ideas, so that all clubs are better able to provide the best possible 4-H experience for all Fond du Lac County 4-Hers. You are also encouraged to let the UW-Extension office know of successful ideas your club has tried and use the many resources available to you there.

Each section of this packet provides ideas for different ways that you can provide a safe, inclusive and engaging environment for all members. The best thing you can do for your club is to share these resources, and ask them if they have their own ideas to address their needs. Keep the ability level of all members in your club in mind. Try to come up with ways that all members can be involved in meetings, activities and community service projects, no matter their age, no matter any special needs they may have.

Work together with all members and families and with your fellow Fond du Lac County 4-H Clubs to "make the best better!"

4-H National Headquarters Fact Sheet

Essential Element	Definition	Examples	Integrating into Learning
Positive Relationship with Caring Adult	Young people have an adult or two in their lives that they can depend on, have positive interactions with, and feel safe, trusted and nurtured.	A volunteer/educator who provides a listening ear, follows through on commitments to youth, and really gets to know a young person through their interaction.	Keep the ratio of adults to youth low. Have adults actively engaged in learning with youth. Provide time for informal conversation and learning along with structured activities to build trust.
A Safe Environment	An environment is created where young people feel safe to express themselves, and are free from exposure to injury, abuse, or ridicule.	Young people are educated and provided examples of boundaries, how to perform activities safely, and ways to get assistance when needed. Reflective listening is utilized.	Provide intentional opportunities for individual ideas within a group discussion so all voices can be heard. Insure that youth are never alone with just one adult. Empower adult and youth participants to self-regulate negative comments, actions, and attitudes.
An Inclusive Environment	Young people feel welcomed into an environment regardless of their background, beliefs, ideas, and culture.	Provide t-shirts for everyone to feel a sense of group identity, honor special celebrations in young people's lives, and conduct team building activities.	Conduct get-acquainted activities. Greet each other by name during learning activities. Recognize individual members for their actions and/or accomplishments.
Engagement in Learning	Young people are actively engaged in different learning environments and are challenged to pursue their own learning.	Youth research areas of interest related to their project and present it back to their group.	Provide different methods for learning to take place including experiential learning and scientific inquiry. Use varying forms of media in presenting or seeking information and communicating with young people.
Opportunity for Mastery	Mastery is achieving a certain level of expertise of a subject matter so that you are able to share it with others.	Adults listen, observe, and interact with youth to discover their passions and/or what they want to excel in and assist with opportunities for mastery in area.	Expose youth to multiple skills, events, and learning opportunities to gain a breadth of what is possible. Build in opportunities for youth to sharpen or advance their skills and practices beyond the basics.
Opportunity to see Oneself as an Active Participant in the Future	Youth can look ahead, vision, and see themselves doing great things, creating a positive outlook on the future.	As a group, envision what your group is doing or has accomplished in one year. Have youth brainstorm ways to run the meetings more effectively in the future.	Engage youth in visioning opportunities. Have youth relate skills they are learning now to future career opportunities. Tie skills learned to leadership roles in their future.
Opportunity for Self-Determination	Young people are able to set their own goals, determine how they will get there, and who they want to be-come as an individual.	Youth share their goals of learning for the year and adults look to ways to support them in the attainment of their goals.	Build individual goal setting into educational activities. Assist youth in determining the desired goals and outcomes of the educational program or activity, and plan action steps for how to make it happen.
Opportunity to Value and Practice Service for Others	The opportunity to give back to others in meaningful ways.	Youth plan and conduct a community service project, assist other members in their groups, and youth share ideas for how to improve their 4-H program.	Address an issue in community through civic service. Have youth bring items of value to share with others. Challenge youth to give back to their community as a follow up to what they have been learning.

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