

Issue Canvas

<p>Issue: Access, Equity and Opportunity: <i>Diverse youth engage in programs and opportunities.</i></p>	<p>Problem statement: (Brief description of the specific problem you are addressing) <i>4-H member and volunteer enrollment doesn't consistently reflect the changes of demographics within counties across the state.</i></p>	<p>Brief description of planned activities (outputs):</p> <ul style="list-style-type: none"> Identify the emerging needs and interests of underrepresented youth and volunteers in order to develop training materials, strategies and tools to respond to those needs. Examine existing policy and procedure, curriculum and other written materials for bias and develop language and practices that is inclusive. 	<p>Key indicators: (Up to 3 that show unique value to key stakeholders)</p>	<p>How will data be collected and reported for each indicator?</p>
<p>Do you plan to integrate Extension work on this issue with CSU research? If so, how?</p> <p><i>Identifying youth and adults within underrepresented areas across the state.</i></p> <p><i>Participate in diversity and inclusion initiatives.</i></p> <p><i>Collaborate with other departments and colleges.</i></p>	<p>Goal/intended outcome: (Should be either a change in behavior/practice/decision-making or a change in long-term condition) <i>Define and prioritize access and opportunity, engaging underrepresented youth and volunteers in 4-H by creating a diverse organizational culture that's reflective of communities, equitable and inclusive.</i></p>	<ul style="list-style-type: none"> Engage staff and volunteers in accessing competency- based training. Collaborate with volunteers, teens and communities. 	<p>(1) <i>Number of youth reached through all delivery modes.</i></p>	<p>(1) <ul style="list-style-type: none"> Standardized 4-H Common Measures evaluation tools. 4-H Online Enrollment and Event Registration and annual county Delivery Report. </p>
<p>Do you plan to collaborate with other states on this issue? If so, how?</p> <ul style="list-style-type: none"> Collaboration with the Western Region Program Leaders and the National Program Leader Working Group. Participate in the work of the Access, Equity, Belonging Committee & Juntos 4-H. 	<p>Target audience: <i>Champion Groups Underrepresented Youth, i.e. African American, Asian/Pacific Islander, Latino & Native American; Incarcerated; Immigrant/Refugee; LGBTQ+; Mental Health/Wellbeing; Experiencing Homelessness; Living in Foster Care; with Disabilities; Living in Poverty.</i></p>	<p>Theory of change: (How will your outputs result in achievement of your intended outcome? Cite/link to research/evidence if possible.)</p> <ul style="list-style-type: none"> Recruitment and retention strategies are purposeful in reaching beyond standard demographics to demonstrate organizational readiness to welcome and engage a diverse volunteer cadre; volunteer roles are adaptable to meet needs of diverse volunteers while supporting quality PYD programs (Stone, B. & Edwards, H., (2008)National Framework for 4-H Volunteerism) Use of research- based curricula and programs including the thriving model achieves key developmental outcomes (Arnold, (2018), 4-H Thriving Model). 	<p>(2) <i>Number of new volunteers recruited and descriptions of volunteer roles adapted to meet needs of diverse volunteers.</i></p>	<p>(2) <ul style="list-style-type: none"> Standardized 4-H Common Measures evaluation tools. 4-H Online Enrollment and Event Registration. </p>
			<p>(3)</p>	<p>(3)</p>
			<p>Evaluation plan: (Who will be evaluated, when (after-only, pre-post, etc.), and how (i.e. online survey)?)</p> <p><i>Utilizing a combination of 4-H Online, 4-H Common Measures, digital measures and other data capturing options to determine the efficacy and impacts of 4-H PYD programs.</i></p>	