



2016 National 4-H Leadership Meeting

4-H Grows: A Promise to America's Kids

In ten years, 4-H will reflect the population demographics, diverse needs and social conditions of the country. This vision has the elements of inclusion, caring adults, involves at least 1 in 5 youth, and the volunteers and staff reflect the population.



How Will 4-H
Program Leaders
and Foundation
Executives Ensure
4-H Grows?

OUR 2016 THEME





Reflecting, Celebrating and Setting the Stage: Dialog with National Partners

- Renee McKee, Co-Chair, ECOP National 4-H Leadership Committee
- Harry Thayer, State 4-H Program Leader Chair
- Lisa Lauxman, Director, Division Youth and 4-H, 4-H National Headquarters, NIFA
- Jennifer Sirangelo, President & CEO, National 4-H Council



Building Engagement and Investment in Today's 4-H

- ▶ What key ideas stand out to you?
- ▶ What possibilities did this spark?
- ▶ What first steps will you take?

Next Steps Toward Implementing Inclusion



TO OVERCOME
INSTITUTIONAL
STRUCTURES AND
SYSTEMS TO
DIVERSIFY
PROGRAMS WHICH
REFLECT THE
DEMOGRAPHICS IN
EACH STATE

NIFA Civil Rights Office Request to Planning Team & the Response

The planning team recommended a webinar/webinar series.

The session will:

- ▶ Update partners of their responsibilities receiving federal financial assistance
- ▶ Cover implementation of new and current civil rights laws and regulations
- ▶ Inform about recipient data collection requirements
- ▶ Brief you on current civil rights trends
- ▶ Relay general findings from NIFA reviews and civil rights hot issues.

Review

- ▶ Leadership Professional Development
Track: *Inclusion as Good Practice*
–October 27-28, 2015

- ▶ State Leader Inclusion
Resources

<https://sites.google.com/a/transitionfacilitator.org/4hstateleaders>

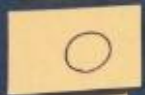
ONE IDSA PER CARD

PRINT

WRITE BIG LIPS TALK

3-7 WORDS

Utilize data-driven Decision-Making



Take a base line assessment of 4-H cultural competence

Use data for self-assessment + to set goals

Program & data analysis to better understand audience engagement

Common definitions for reporting (ESS2)

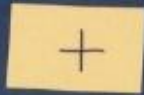
Identify new fiscal Resources



Pushy NEFA NEW Grant Program

PYD in AFRI

Clarifying, Launching, Modeling the VISION



State Leaders demonstrate the 4H vision.

Encourage 1st Generation 4H Recruitment

As a body Summary accept 4H vision

Bridging gap b/w 1962, 1970, 1994 to bring about change in the States

Create a National Guide to Conduct - youth - parents - youth That engages inclusion insure that all competencies are included in personnel actions.

DEVELOP STRATEGIC COMMUNICATION/ INCLUSION PLAN

Welcome/Inclusion Marketing Tools

Creating Cultural Competency



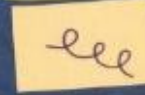
Volunteer Training for Civil Rights/ Cultural Competence

Creating and Establishing Training for State or Cultural Competence

Simple "best practice" for inclusion: "buddies" delivery systems

Work w/ volunteers to understand need for change.

Simplify & de-bias the system



Re-examine 4-H program structure to ensure inclusivity

Review Policies for barriers to involvement

Simplify Onboarding for helpers (volunteers)

ENSURE DIVERSE ADVISORY BOARDS

DATA MANAGEMENT IS SECONDARY TO REACHING KIDS

Review 4-H Traditions

Aligning Hiring & Recruitment Practices



Re-write job ANNOUNCEMENTS

Diversify staff/workforce intentionally

Pilot Extensionist

Offer internships to representative youth

Minority Intern which lead to employment

Establish PYD + res



CREATING new Review Rss

Set Start on

In Ch/ in

Hold Courtes to some civil rights & inclusion stories of your university

[illegible]

Portland Continuation Exercise

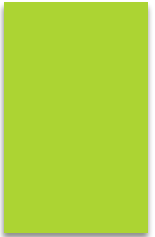
This exercise is focused on what we can do as a system (not as individual states). The first vertical Column (Left) outlines the work areas identified in Portland meeting. The top horizontal row identifies the lenses used in Portland.

- ▶ **Step 1:** As a table group focus on one area for this exercise.
- ▶ **Step 2:** For your selected area tell us (bullet points) “How would your small group address this?” from each of four lenses/frames.
- ▶ **Step 3:** Create a values statement for your selected area.

Inclusion as Good Practice



Revisiting Our Five Wildly Important Goals: Seeing the Big Picture



INCLUSIVITY

DEVELOPING STAFF

**VOLUNTEER
DEVELOPMENT**

**ALIGNMENT &
UNITY**

**POSITIONING &
BRANDING 4-H**

Collective Program Leaders National Platform - 2015

From Whirlwind



To Five Important Goals



What's New in 2016: Building on Priorities

PROGRESS



PLANNING

- Inclusion
- Developing Staff
- Volunteer Development

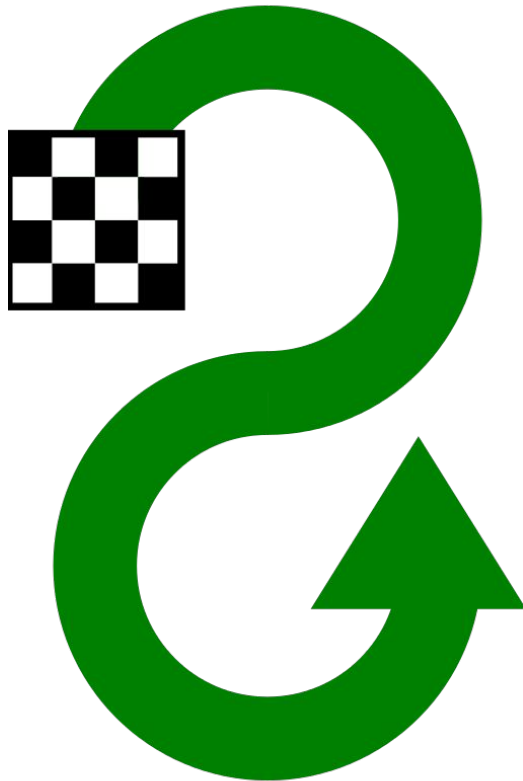


PATHWAYS

- Governance
- Work Groups
- Teams



Monitoring Progress



PROGRESS



Pursuing Pathways for the Priorities



Work Groups and Priority Goals

Work Groups



Connections to Priorities



**Alignment &
Unity Goal**



**GIVING STRUCTURE
AND GUIDANCE TO
PRODUCE
ADMINISTRATIVE
FUNCTION FOR THE
STATE PROGRAM
LEADERS GROUP
(OVERSIGHT)**

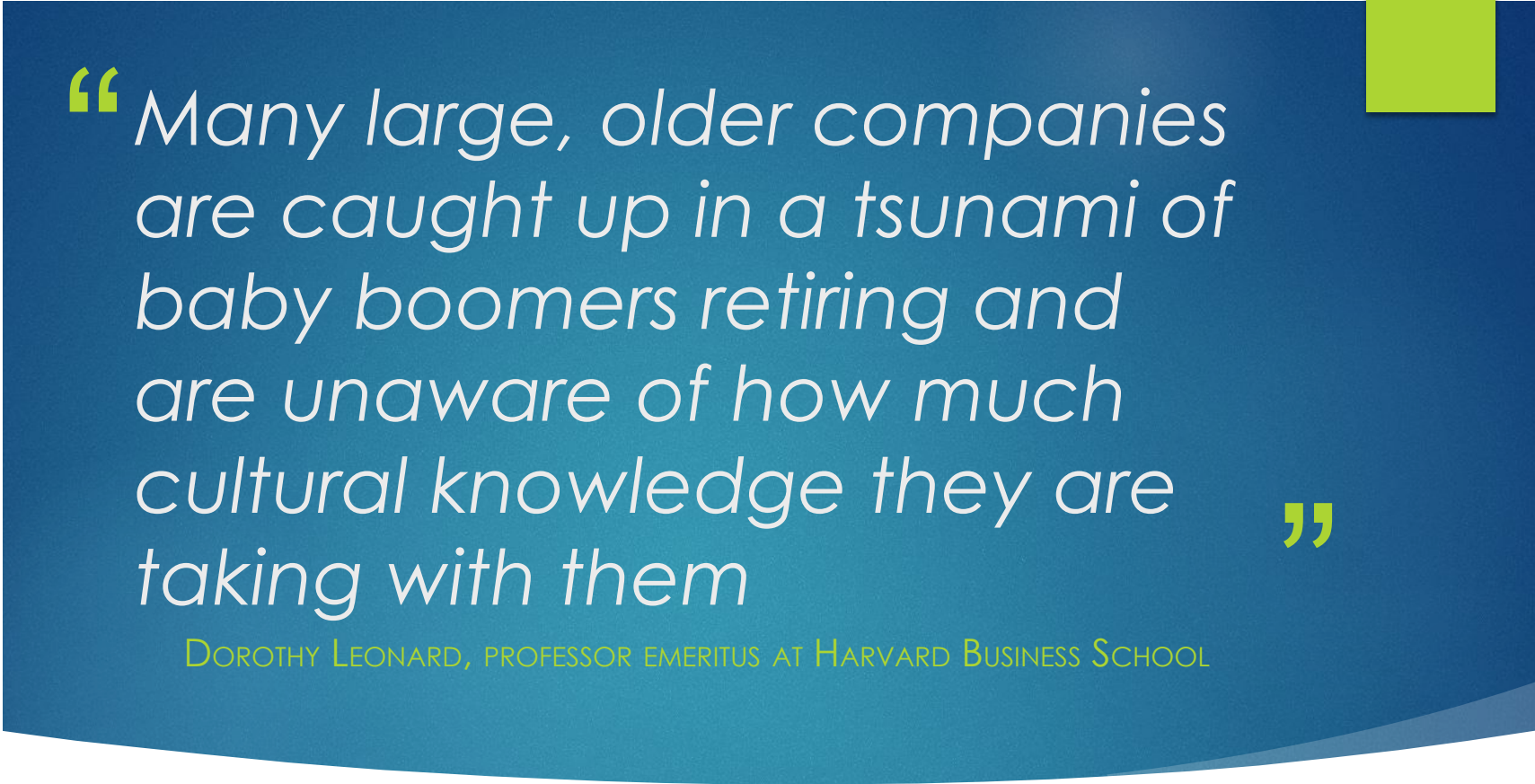
Alignment and Unity

- ▶ **ECOP 4-H Leadership Committee Role** –
Renee McKee and Chris Boleman
- ▶ **Program Leadership Work Group proposals**
– Debbie McDonald and others
- ▶ **Mapping of the Current National Work Groups** – Amy McCune and Lisa Lauxman

Developing 4-H Management Staff



TO CONTINUE
SUPPORT OF THE
EXISTING
PROFESSIONAL
DEVELOPMENT
WORK GROUP AND
TO INCREASE
PROFESSIONAL
DEVELOPMENT FOR
PROGRAM LEADERS
AND OTHER
MANAGERS



“Many large, older companies are caught up in a tsunami of baby boomers retiring and are unaware of how much cultural knowledge they are taking with them”

DOROTHY LEONARD, PROFESSOR EMERITUS AT HARVARD BUSINESS SCHOOL

Source: As boomers retire companies prepare millennials for leadership roles. Bloomberg News 1.21.16



Developing Staff

- ▶ **Briefing by Professional Development Work Group** – Doug Swanson
- ▶ **Idea generation about priorities** - Everyone
- ▶ **Who will move these priorities forward** - Everyone

Pursuing Priority Goals Takes Effort

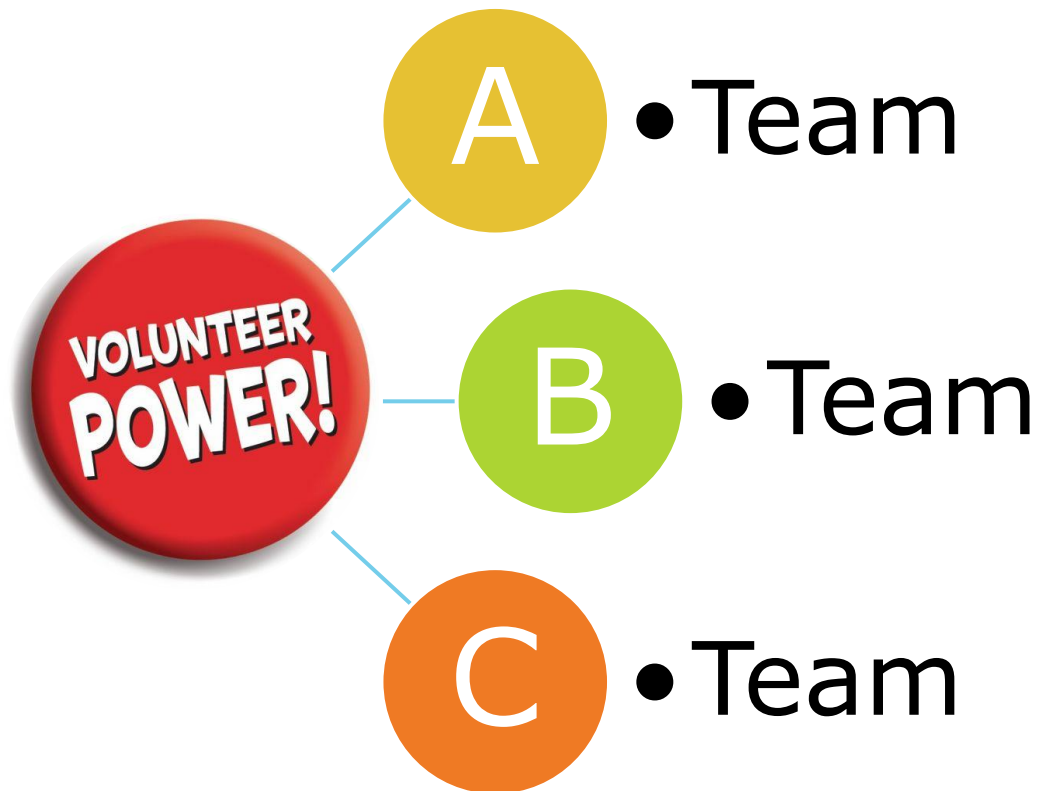
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Effort

More
Effort

Lots
of
Effort



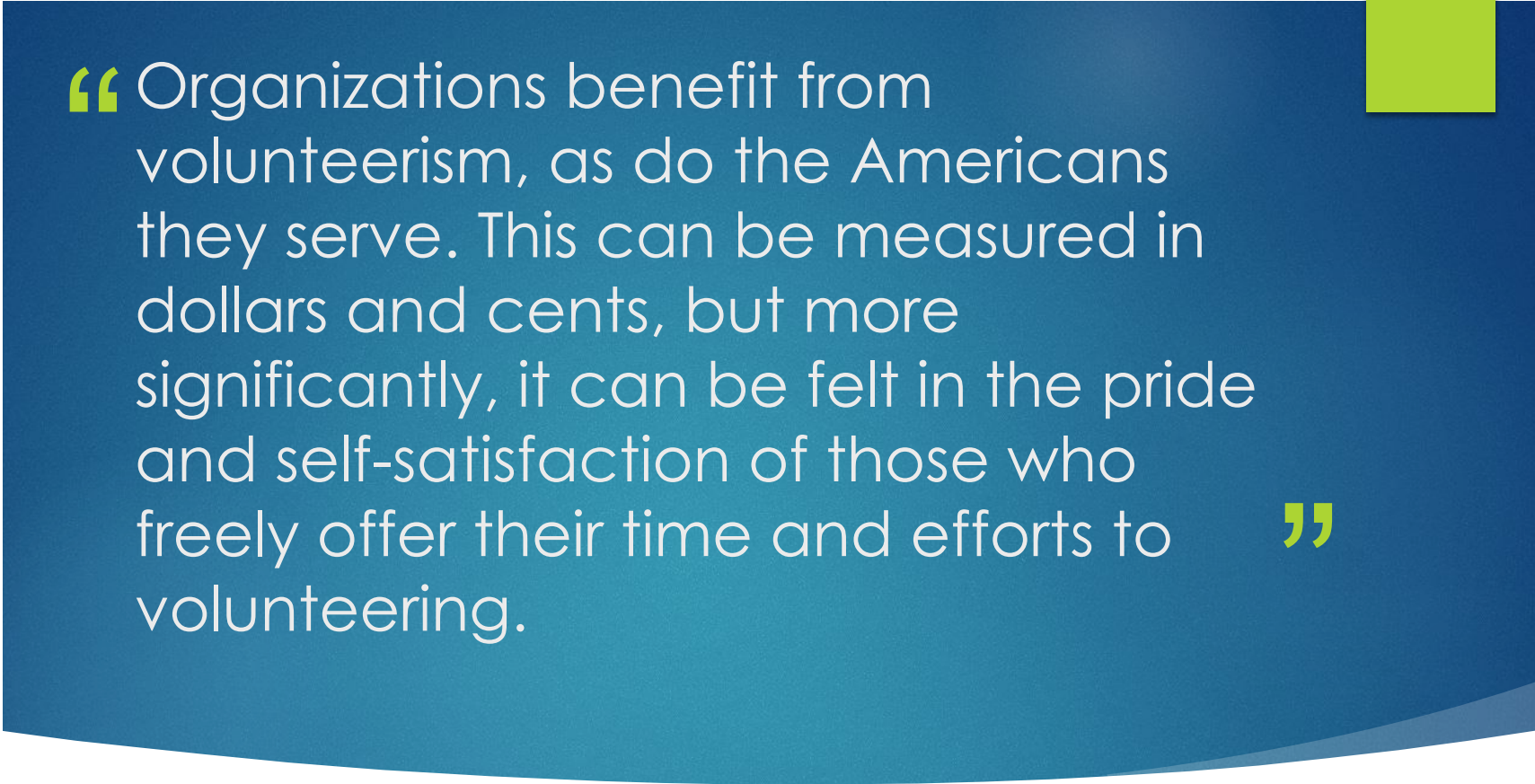
Increasing Effort Invested in Priority Goals



**Advancing
Efforts in
Volunteer
Development**



**TO PROVIDE A
SYSTEM LEVEL
STRATEGIC
ALIGNMENT,
DIRECTION AND
RESOURCES TO
SUPPORT
VOLUNTEER
DEVELOPMENT**



“ Organizations benefit from volunteerism, as do the Americans they serve. This can be measured in dollars and cents, but more significantly, it can be felt in the pride and self-satisfaction of those who freely offer their time and efforts to volunteering. ”

Source: *Volunteerism: Benefits, Incidence, Organizational Models, and Participation in the Public Sector*. Richard D. Young, University of South Carolina

Advancing Efforts in Volunteer Development

- ▶ **Introducing Themes from Volunteer Specialist planning meeting** – Dale Leidheiser, Rachel Lyons, Doug Swanson
- ▶ **Action planning and prioritization of ideas** - Everyone
- ▶ **Who will we move these priorities forward** - Everyone



Reflecting, Celebrating & Moving Forward

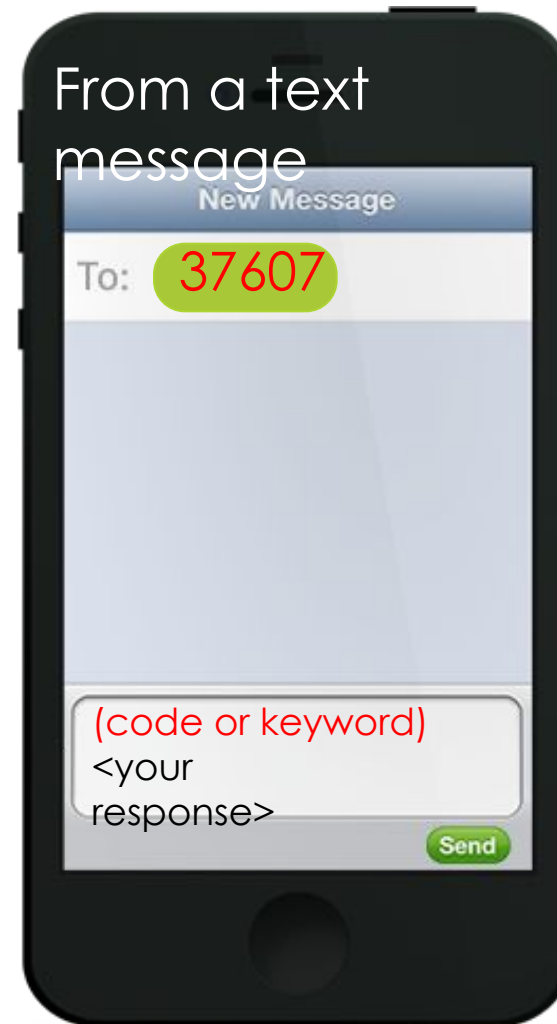
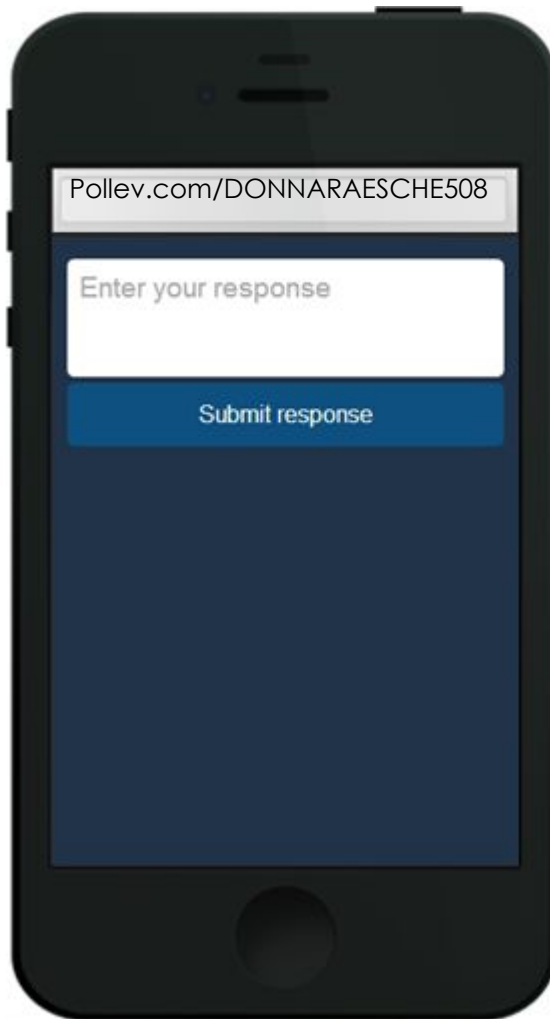
- ▶ **Key Meeting Discussions and Outcomes**
 - ▶ Foundation Executives
 - ▶ 4-H Program Leaders
- ▶ **What's Next?**



Conference Closing

Use a computer, tablet or other tool with internet browser or text

Participating with Poll Everywhere



Participating with Poll Everywhere

How to vote via the web

From any browser

How's my presentation so far?

Text a **CODE** to 22333 Submit responses at PollEv.com/presenterpeter

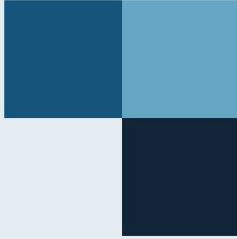
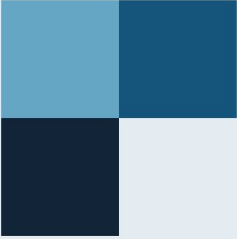
It's amazing. **744061**

It's incredibly amazing! **744402**

It's aw'right. **744403**

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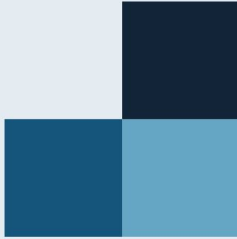
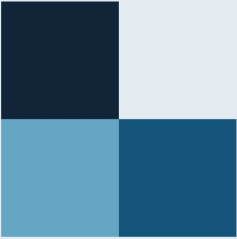
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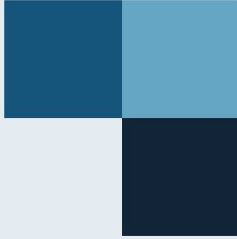
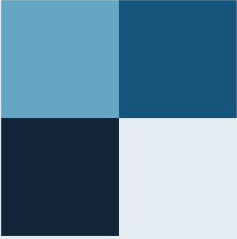
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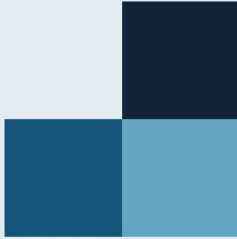
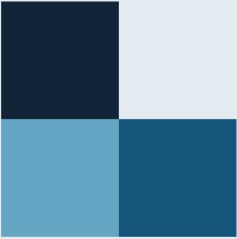
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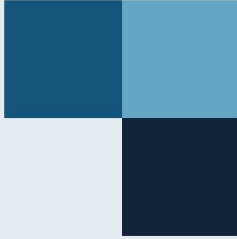
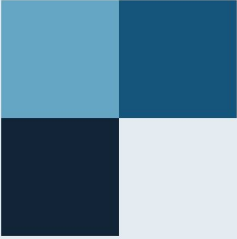
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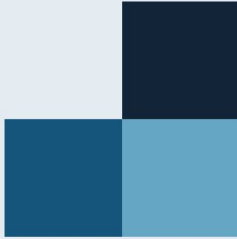
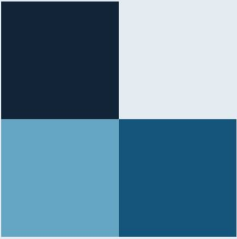
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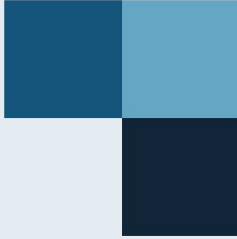
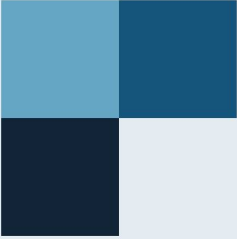
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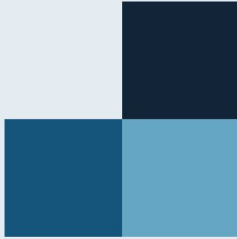
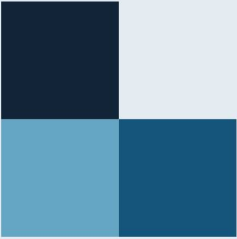
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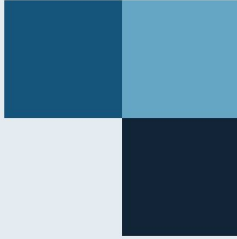
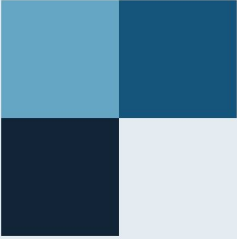
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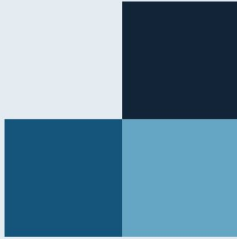
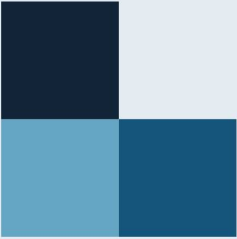
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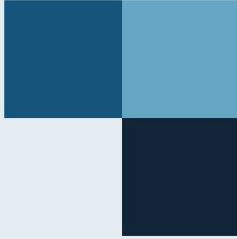
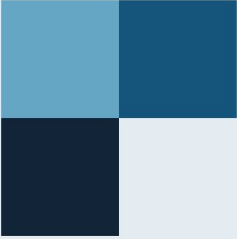
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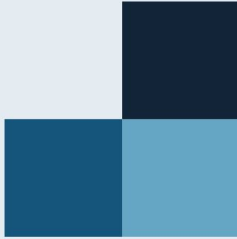
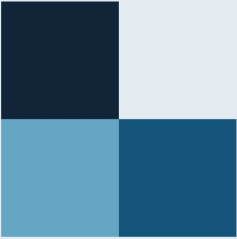
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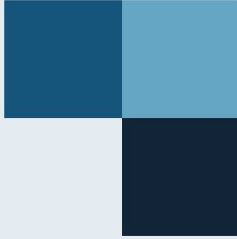
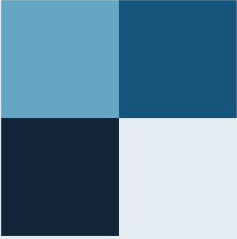
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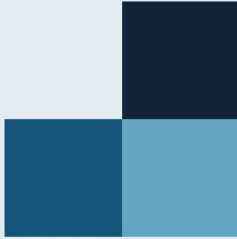
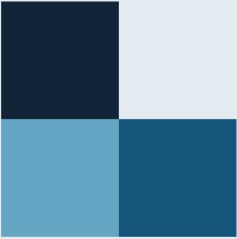
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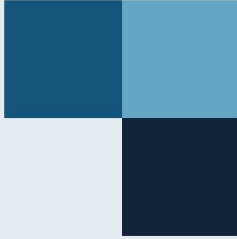
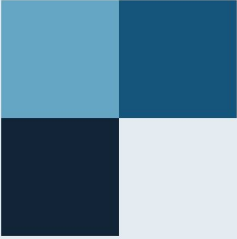
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