

INCLUSIVE 4-H

Mandie Waling, Disability Resource Center



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That was Awkward!


<https://youtu.be/Gv1aDEFIXq8>



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Outdated and Inappropriate Language

<ul style="list-style-type: none"> ▪ The "R-Word" ▪ Handicapped ▪ Crippled ▪ Suffer from ▪ Confined to Wheelchair ▪ Crazy ▪ Psycho ▪ Challenged 	<ul style="list-style-type: none"> ▪ Defective ▪ Abnormal ▪ Midget ▪ Victim ▪ Special Needs ▪ Differently-Abled ▪ Afflicted
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Language is Important

Provide real-life educational opportunities that develop young people who will have a positive impact in their communities and the world.

- How we engage with 4-H members is important
- Not everyone identifies as having a disability
- Person First versus Identity First
- It's okay to ask!
- Correct Yourself and move forward
- Correct Others and move forward



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Biases/Assumptions

- People with disabilities ALWAYS need help
- People with disabilities are brave and courageous
 - All disabled people have the same experiences
- A person's disability defines who they are as an individual
 - Disabled people are always sick and in constant pain
- People with disabilities cannot lead a full and productive life

Making 4-H Inclusive

Tips and Tricks

- Start the Conversation Early
 - 4-H Newsletter, Inclusivity Statement
- Hold Each Other Accountable
 - Educators, Volunteers, 4-H members
- No Assumptions!
 - Reach out and ask. Be comfortable not knowing
- Proactive versus reactive
 - Back up plan, RSVPs
- How can I make this more accessible?

Facilitating Conversations

Parents/Family Members

- May be uncomfortable
- "Why am I asking for this information"
- Include 4-H member
- Ask for help/ideas (in advance)
- Who needs this information?
- Follow up with all concerns/questions

THANK YOU

Questions or Concerns?

Mandie Waling awaling@purdue.edu