including culturally diverse youth & adults

2021 Teen Teacher Conference

Tonight's Presenters

Kehinde

"Success has no time limitation. Fail, fail, continue to fail. That's success." ~ Walt Disney

Clarissa

"If you are silent about your pain, they will kill you and say you enjoyed it." ~ Zora Neale Hurston

Xiomara

We can't force someone to hear a message that they are not ready to receive, but we must never underestimate the power of a planting seed." ~ Dan Nielsen

We will cover...

Terminology
What is?
Diversity, Culture and Equity

Tips
How to increase your equity.

Share resources
Activities and videos available on the Teacher Conference Website.

It's more and more diverse the world is represented in our state.

Percentage of Youth, Ages 5 to 17 by Race/Ethnicity, Indiana, 2015

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>7.3%</td>
</tr>
<tr>
<td>White</td>
<td>11.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>11.1%</td>
</tr>
<tr>
<td>Some other race</td>
<td>3.1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

Facts

- Indiana is home to the 15th largest population of children nationally.
- 1.35 million children younger than 18 resided in Indiana.
- In 2015, approximately 27% were Asian/Pacific Islanders.
- About 1 in 10 (10.5%) Hoosier children ages 5-17 speak a language other than English at home.

We refer to...

Diversity

Refers to... Differences among people with respect to age, socioeconomic status, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and other human differences (Deen, Huskey & Parker, 2015).

We all represent PURDUE

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We represent PURDUE
What is DIVERSITY to you?

Why is DIVERSITY important?

Assumptions

Are based on generalizations and stereotypes

• How does it feel when generalizations are used to describe you?
• What stereotypes have you heard about?
• How can stereotypes be addressed?

Assumptions

Tips to Increase diversity as a Teen Teacher

1. Investigate your own biases and privileges.
2. Get curious!
3. Be open to not knowing.
4. Seek out multicultural media.
5. Seek out multicultural media.
6. Get cultured!

CULTURE

is defined as the shared experiences of people including their languages, values, customs and worldviews.

Cultural Characteristics

What are your cultural characteristics for the terms on the top of the iceberg?

What are your cultural characteristics for the terms on the bottom of the iceberg?

Reflect on your cultural characteristics

Write your response using your chatbox. You have one minute!

Top of the iceberg

What are your cultural characteristics for the terms on the top of the iceberg?

Referring to these images, what is your preferred food, music and traditions?

Bottom of the iceberg

What are some of your values that people would not know from looking at you?

Bottom of the iceberg
What are some 4-H Cultural Characteristics?

Objective (Top): clover, green and white clothing, language (club, project, leader)

Subjective (Bottom): direct communication style, individual recognition, expectations, length of program participation is highly valued.

How can we as Teen teachers encourage equity?

- Evaluate our organization culture and identify existing values and beliefs that can represent barriers to success.
- Encourage youth and adults from varied backgrounds to collaborate in the program.
- Support exploration of cultural identity of other youth and families when teaching, and seek to understand them through their own self-definitions.
- Stop it. Intervene when you see prejudice, discrimination, and unkindness happening.

What is Equity and why is it important?

A person or group receives the resources needed to eliminate barriers. (Fields, 2019)

Learn by asking.
Make local connections.
Pay attention to non-verbal behaviors.
Exchange stories.

How to engage with Culturally diverse audiences?

- Think beyond race and ethnicity.
- Learn by asking.
- Make local connections.
- Pay attention to non-verbal behaviors.
- Exchange stories.

4-H has a vision that by 2025 it will reflect the demographics seen in our population, and meet the needs of vulnerable groups with diverse needs and social conditions where everyone is welcome and opportunities are accessible to all youth in our communities.

Teen Teachers, have an important role in the 4-H vision!

We hope that you have...

A better understanding on Diversity, Culture and Equity
Recognized and appreciated your own culture

in addition to few tips on...

How to increase your diversity,
How to engage with Culturally diverse audiences,
How you as a Teen Teacher can encourage equity.

Thank you for being part of the 4-H Teen as Teacher Program.
You will do amazing things!