

## 4-H Justice, Equity, Diversity and Inclusion (JEDI) Advisory Committee

### Contact Information

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### Purpose

The Justice, Equity, Diversity and Inclusion (JEDI) Advisory Committee is comprised of diverse, driven individuals who want to make changes in their communities that are aligned with promoting diversity and inclusion on all levels. The committee will consist of a diverse and representative group of community members, program partners and collaborators to discuss ways to better serve multicultural and diverse populations in the UC ANR 4-H Youth Development Program (YDP).

The purpose of this committee is to ensure diversity, equity, and inclusion goals are implemented in the 4-H Youth Development Program (YDP), and to help youth gain access to the skills they need to spearhead change and stimulate equity.

In alignment with the UC 4-H Strategic Plan 2018-2028, the goal of the committee is to : ensure all youth have access and opportunities to be involved in high-quality programs; ensure 4-H is inclusive to all members of the community, and increase the racial and ethnic diversity of 4-H.

The 4-H JEDI Advisory Committee promotes a youth-adult partnership approach and collaborates with the Diversity in Youth Development workgroup and provides support for the Youth Taskforce.

### Youth Task Force:

Youth/Adult Partnerships and providing youth with leadership and civic engagement opportunities are essential for Positive Youth Development (PYD). This committee will ensure that youth, particularly youth who are BIPOC (Black, Indigenous, & People of Color), LGBTQ+, marginalized youth, or youth who want to learn about and create equity are given opportunities to do so within our 4-H Youth Development Program. The committee will also ensure youth are provided a space where they can talk about their experiences on how to overcome racism and other isms. The youth taskforce will be a place where youth can address inequities and discrimination and ensure we are building capacity in our program and among young people to address racial equity, diversity, equity, inclusion, and participate in social justice and civic engagement opportunities. The Youth Task Force will be youth-led with the support and guidance of the 4-H JEDI Advisory Committee and other supportive adults. To ensure communication between both committees, one adult and one youth will have a dual assignment between the Multicultural, Equity and Community Engagement Committee and the Youth Taskforce.

### Scope of Work

- The committee examines:
  - The progress of the 4-H YDP in achieving its goal of reaching more diverse audiences
  - Research and promotes effective methods to serve diverse and underserved youth populations
  - Barriers to participation, and identifies strategies to overcome these to dismantle systemic racism
- Promote guidelines for multicultural, equity and community engagement in the 4-H YDP
- Recommend changes in 4-H policies, practices, regulations, and curricula to ensure 4-H programs are

free of barriers.

- Advise on how to engage the multicultural youth population in 4-H to ensure participation reflects the demographics of the State of California.
- Advise on the effectiveness of 4-H program directives to achieve 4-H expansion.
- Align work, inform and partner with other diversity, equity and inclusion efforts in the 4-H YDP and UC ANR such as workgroups, tasks forces and alliances.
- Support and provide guidance to a Youth Task Force whose primary focus is to learn and develop their own cultural competency skills, secondly youth will provide opportunities for youth and adults to learn and create diversity, equity, and inclusion in the 4-H YDP. Youth Task Force will ensure youth have a role in shifting and creating a more inclusive culture within our 4-H program and our communities.

### **Committee Member Responsibilities**

- Gather input on agenda items before meetings and attend scheduled meetings. If unable to attend a meeting you agree to communicate this to the committee and agree to follow up on tasks to be completed.
- Provide input and recommendations on multicultural, equity and community engagement issues facing the UC ANR 4-H YDP.
- Contribute, express ideas from diverse perspectives, provide input and recommendations on how to improve the number of multicultural youth and volunteers engaged in 4-H in California.
- Complete action items assigned at meetings.
- Hold discussions confidential, so that decisions can be disseminated using appropriate protocol
- Be willing to create Brave Spaces: Be open minded, speak to others across differences, willing to acknowledge racial triggers, be willing to have uncomfortable conversations that can invoke emotion. Agree to be brave to enter these uncomfortable spaces and be willing to learn and grow as individuals.
- Ability to accept and understand the diversity of youth and our state.
- Ability to collaborate in a positive manner with teammates/other members.
- Be willing to address racism, inequality, and white fragility.
- Reach out to potential partnering organizations that can help 4-H and/or communities further its mission in becoming a more inclusive
- Acknowledge that individuals need to heal from Racial Trauma to continue this work. Provide a supportive environment for diversity, equity, and inclusion work.
- Be willing to support and mentor youth in learning and understanding diversity, equity, inclusion, and justice including supporting the Youth Taskforce.

### **Committee Membership**

Individuals may apply to participate in either the Multicultural, Equity and Community Engagement Committee or the Youth Task Force or individuals may apply to participate in both.

The Multicultural, Equity and Community Engagement Committee is comprised of 12-14 members, including:

- Adults (Volunteers, UC Faculty and/or Staff (minimum of one UC faculty or staff)
- Youth (a minimum of two youth)
- 4-H Young Alumni/College Students (a minimum of two)
- Program partners and/or community members with experience working and engaging with multicultural diverse populations.
- We encourage LGBTQ+ individuals to serve on the committee. It is optional for individuals to disclose if they are a member of the LGBTQ+ community.

At least two individuals on the committee must represent each of the subgroups listed below:

- Black
- Latinx
- Indigenous
- Asian/Pacific Islander
- People with Disabilities
- Dreamers

### **Youth Task Force**

The Youth Task Force consists of a minimum of two adult advisors (one of which serves on both the Multicultural, Equity and Community Engagement Committee and the Youth Taskforce). The Youth Task Force can be made up of teen and college youth. Number of youth to be determined by the Youth Taskforce. At least one youth member will also serve on the Multicultural, Equity and Community Engagement Committee. We encourage LGBTQ+ youth to serve, it is optional to disclose if they are a member of the LGBTQ+ community.

At least two youth on the Youth Task Force must represent each of the subgroups listed below:

- Black
- Latinx
- Indigenous
- Asian/Pacific Islander
- People with Disabilities
- Dreamers

For both the Multicultural, Equity and Community Engagement Committee and Youth Taskforce members must:

- Must fill out the State Committee Application and Supplemental Question Survey
- Must be willing to participate in an interview process
- May be required to participate in training prior to joining this committee.

### **Meetings**

Must be able to travel to attend two face-to-face meetings and participate in two virtual meetings per year. Face-to-face meetings are held at different locations based on committee membership. All travel and related costs will be reimbursed by the State 4-H Office in accordance with University policies.