

**4-H... More Than You Ever**

**IMAGINED.**



**Expansion and Review**

## What Should the Review Accomplish ?

- Promote 4-H involvement by **ALL** youth in the local area focusing on targeted audiences for a specific time to get programs initiated.
- Determine 4-H program needs and directions

EXTENSION

## So Why an Expansion Review?

- Federal USDA guidelines require every county 4-H program have a functioning E&R Committee
- All county programs must not discriminate and **MUST** provide equal opportunity in delivery and access
- Historical needs of underserved and underrepresented groups must be considered
- What do your records look like now?

EXTENSION

## What Can We Expect if We Do a Review?

- Strengthening Programs and access
- Insures balanced programs
- Analyzes needs and interests of county youth
- Assists in planning, evaluating and recommending 4-H programs to area youth
- Sets Objectives and Strategies to meet needs, and interests of youth with measurable outcomes
- Develops a marketing plan to meet the needs of youth to be served

EXTENSION

## More Benefits...

- Makes recommendations on programs, policy and procedures to Extension youth councils and advisory groups
- Assists in assuring compliances with Extension Civil Rights Performance Plan
- A Review should document through minutes and records plans and actions

EXTENSION

## Getting Started - The Committee

- Committee should be selected or appointed by the Extension Advisory Council or by the Extension County 4-H Team
- Size of committee – small 5-9 balanced by gender, population, youth, adults, minorities, non-minorities and persons with disabilities, at least 1/3 youth

EXTENSION

# Committee Characteristics

- Members understand 4-H
- They are enthusiastic about youth development
- Respected by peers
- Understand the county they represent and have both an urban and rural perspective
- Actively participate in 4-H programs
- Ability to look beyond the current programming efforts. *“If we always do what we have always done we will always get what we’ve always got!”*

EXTENSION

## Potential Committee Members

- Youth Council Members
- 4-H leaders
- Teachers
- Other youth serving agency staff
- 4-H Youth
- 4-H Alumni
- After School Program staff
- Other organizations with whom the county has collaborated

EXTENSION

# Orienting the Committee

- Provide an overview of federal and state laws related to making programs accessible to all youth
- E&R Committee should learn about the 4-H Youth development
- Committee learns about the “Big Picture” in 4-H and how their efforts will impact youth in the county – Steps to Consider
  1. State 4-H Vision and Mission
  2. Review operation of existing programs
  3. Identify steps to correct inequities of access
  4. Create strategies to reach new audiences
  5. Specify responsibility for who will carry out programs
  6. Develop marketing plans
  7. Review and evaluate progress toward goals set

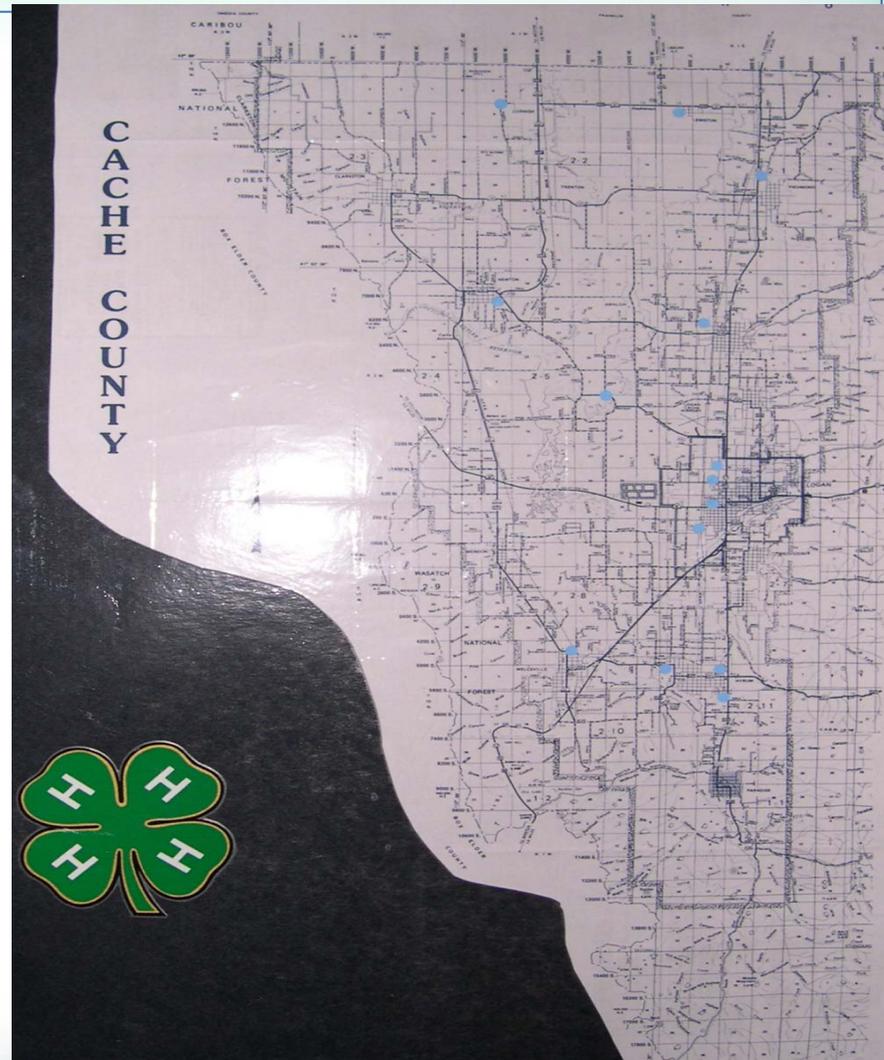
EXTENSION

# Develop a Measurable Plan

- Review the demographics of the county with E&R committee. Where are their pockets of existing minorities. Map the county. Use a colored dot [blue]
- Where in the county are their existing clubs? Map the clubs. Use a colored dot [red]
- Compare the two maps? Where should expansion be initiated?
- Use “*all reasonable effort*” in the process, potential club members are invited to participate
- Develop a E&R SMART plan
  1. Specific
  2. Measurable
  3. Attainable
  4. Relevant
  5. Time-based

EXTENSION

# Blue Dots- Existing Minorities in the County

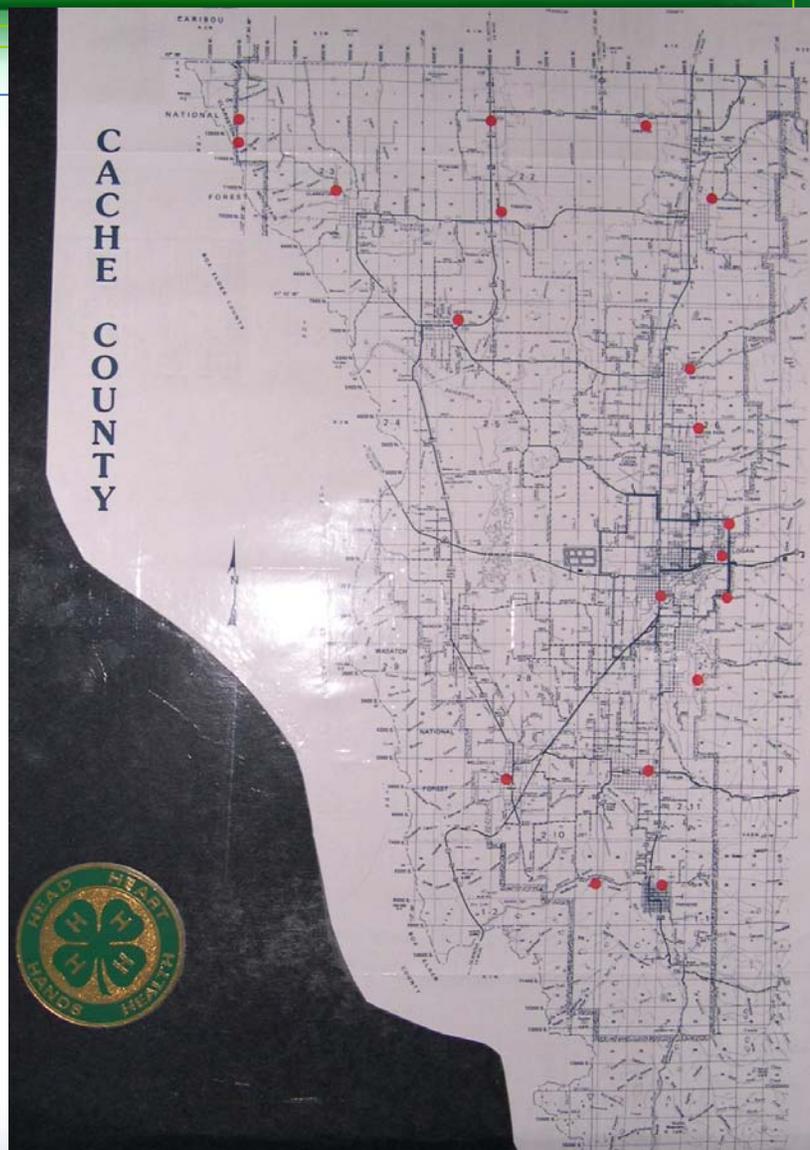


EXTENSION

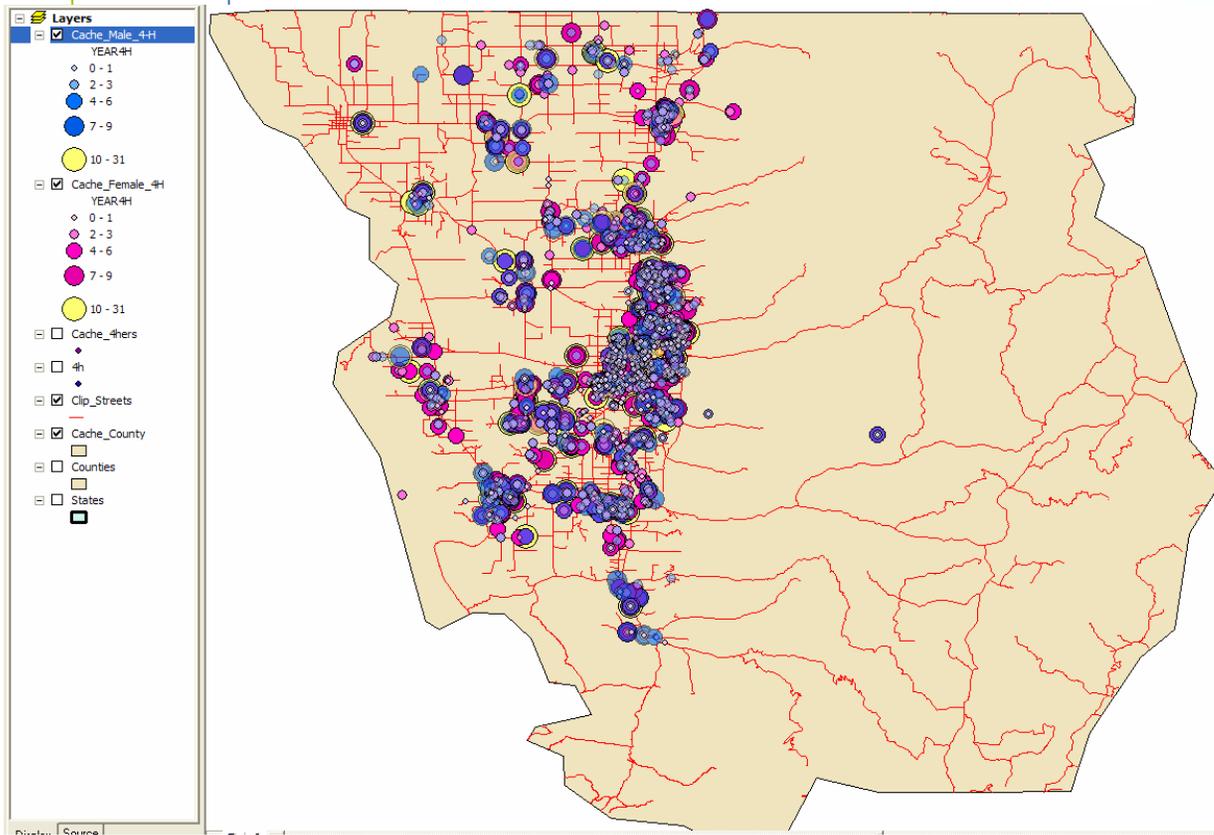
**UtahState**  
UNIVERSITY



# Red Dots - Existing 4-H Clubs



# Why Not Use ES 237 and GIS technology to do E&R mapping?



## Document Your Efforts and Include it in the Central County Civil Rights File

- Invitations to E&R committee
- List E&R membership by gender, ethnicity, etc
- Minutes of meetings- conducted an E&R at least annually
- Existing Club and Potential Club Demographics Maps developed
- Program plans developed with measurable outcomes
- Measures that show outcomes over time
  - Numbers of youth and leaders enrolled before and after plan
  - Numbers of clubs formed
  - Increases in formerly under-served groups
  - 4-H activities that are culturally diverse
- Replacing E&R Committee members? – have then suggest two persons who could replace them

EXTENSION

# Thanks....

- It's now **up to you** to get the E&R Committee formed
- Provide **meaningful** E&R meetings
- Support E&R committee members with **specific** assignments
- If not **YOU** then **WHO?**
- Provide **increased access** to 4-H programs in your **county!**

Dallas L. Holmes, EdD – Extension Institutional Research Specialist and  
Civil Rights Liaison 5.06