

ASSESSMENT GUIDES: ORGANIZATIONAL READINESS TO PARTNER WITH LATINO COMMUNITIES

This document is intended to provide a template for assessing where your organization is in programming to meet the needs of 4-H Hispanic Youth and their families. It can serve to help you capture a snapshot of assets and gaps that can inform the future direction of your organization.

Name of State: _____

Number of Youth in the state, Ages 8-19 who would be eligible for 4-H: _____

Number of Youth currently reached via any type of 4-H programming (4-H Clubs, 4-H Camps, SPIN Clubs, After School, In School, etc.): _____

Percent of Total Youth Eligible: _____

Number of Hispanic Youth in the State ages 8-19 whom would be eligible for 4-H: _____

Number of Hispanic Youth in the State currently reached by any type of 4-H programming: _____

Percent of Potential Hispanic Youth: _____

Percent of current 4-H youth in programs: _____

Percent of All Potential Youth: _____

Number of 4-H Professionals in County Positions: _____

Number of Hispanic 4-H professionals in County Positions: _____

Number of 4-H Professionals Serving Hispanic Youth and Families in County Positions who are not bi-lingual or bi-cultural:_____

Does your state have ANY Hispanic Extension or 4-H Professionals at the State level?_____

If yes, what are they: _____

Does your state have a State 4-H Advisory Committee?_____

If yes, is there Hispanic representation on that committee?

Please answer the following questions.

- 1) What are the main assets (positive resources) available in your state for engaging Hispanic youth and families? Please list concisely in bullet form.**

- 2) What are the main three to five needs in priority order for equipping Extension 4-H staff to reach Hispanic youth and families?**

3) What organizations are there in your state who would be collaborative partners in expanded Outreach to Hispanic youth and families?

Drawing on research findings, the University of California Extension developed the following questionnaire to prompt thinking about how ready your organization is to partner with Latino communities. It is intended to help identify existing strengths and weaknesses and provide insight as you develop action steps toward greater cultural competency. Mark your organization’s readiness on the continuum below.

Issue:	Does not exist	Need to improve	Average	Better than average	Ready
Relationships					
organizational experience in Latino communities					
relationships with leaders in the target community					
plan for involving community members of all ages in program determination and direction					
extent of staff time devoted to relationship building before initiation of planning process					
adequate resources or plan to address language and cultural barriers					
knowledge of local and/or cultural holiday celebrations					

knowledge of cultural values and customs that may shape program development					
Collaboration	Does not exist	Need to improve	Average	Better than average	Ready
identification of key community contacts who can validate the program					
knowledge of current programs in the community					
ability and willingness to share resources, including staff time, funding, materials, etc.					
collaborative relationships with other organizations or agencies in the community					
plan for sustaining staff or organizational support for program and participants within the community					

Motivation and Design	Does not exist	Need to improve	Average	Better than average	Ready
organizational structure that allows individuals to participate in short term support roles					
knowledge of effective media strategies for target community					
familiarity, contact, and relationships with local businesses frequented by target audience					
assessment of economic barriers that may limit participation					
opportunities for involvement of entire families and diverse ages					
opportunities for celebrations and recognition of group achievements					
understanding of the importance of interpersonal relationships and interactions					