

# Volunteer Research, Knowledge, Competency (VRKC)

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Taxonomy for 4-H Youth Development

4-H National Headquarters  
Volunteers for the Next Generation



## Positive Youth Development: Appreciating Diversity

# Definitions

- **Diversity** is a word that describes the differences among people.
- **Multiculturalism** is seeing, understanding, and finding good in cultural differences.
- **Culture** includes values, beliefs, and ways of thinking and speaking that a group develops to survive in a particular environment.
- Appreciating differences and developing multicultural awareness starts with each individual.



# Culture as an Iceberg

Many of our values and beliefs can be visible to others, while other elements of culture are within us.



# Find Teachable Moments

- Providing a safe, welcoming environment that appreciates the differences and embraces culture is important for youth to grow and develop.
- Consider situations that may occur in 4-H meetings, activities and events can help volunteers be prepared to model and support youth as they develop their own multicultural understanding and appreciation.



# Appreciating Differences and Multicultural Understanding

- It's an important priority for volunteers when working with youth and other adults.
- It's a foundational element for positive youth development.



# Positive Youth Development: Appreciating Diversity



## Thank You

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VRKC:  
Volunteer Research Knowledge Competency Taxonomy



*Volunteers for the Next Generation*

