### Volunteer Research, Knowledge, Competency (VRKC)

Taxonomy for 4-H Youth Development

4-H National Headquarters
Volunteers for the Next Generation



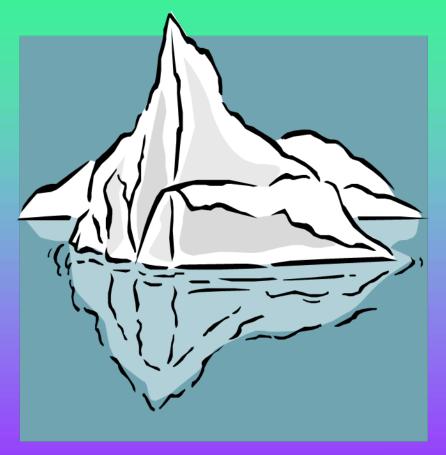
## Positive Youth Development: Appreciating Diversity

#### **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



