

4-H True Leaders in Equity Institute

Frequently Asked Questions

1. What is the True Leaders in Equity Institute?

4-H believes in youth and adults working in partnership to leverage the unique strengths that each group brings to their communities and world.

The True Leaders in Equity Institute will equip teams to be change agents within the Cooperative Extension System as we seek to create more welcoming and inclusive environments, particularly for nine marginalized groups of people and four affinity groups.* This training and leadership opportunity challenges participants to work together to ideate and champion an equity-related project that will grow 4-H in their communities.

Sessions will enable teams to:

- Gain a deeper understanding of key principles and concepts related to equity and inclusion;
- Identify a particular equity indicator and/or issue where they can "go deep" and focus on for the next year;
- Develop their skills and competences in equity leadership and make connections to people, organizations, and tools that can be helpful to them for their projects; and
- Create an overall framework for their project for the next year and a specific 90-day action plan to implement when they return home.

2. Who can attend?

We seek applicants who exude the following characteristics:

- Aged 15 - 19
- A desire to champion equity in your community
- A passion for or experience creating belonging for the groups indicated below
- Connection to Cooperative Extension System through 4-H, Well Connected Communities, SNAP-ED volunteering, National Mentoring Project volunteering or other Extension programs

Note: Youth aged under 18 will not be housed with individuals aged 18 or over.

3. Where can I apply?

We look forward to receiving applications for this important convening. If you or someone you know might like to apply, an application form is available at www.4-h.org/trueleadersinequity.

4. As a local 4-H educator, what is my role with 4-H True Leaders in Equity Institute?

Your support is vital. We invite you to:

- Encourage youth to apply with an adult partner.
- Help connect youth with adults who are interested in equity.
- Review the application of your 4-H'er prior to submission to ensure all guidelines are followed.
- Ensure youth and adults who are applying understand how, when, and where to submit reimbursement claims, as information is provided from Council.



5. As an appointed extension staff person, what is my role with 4-H True Leaders in Equity Institute?

- The appointed extension professional will work as a support system to the team and act as liaison between Council and their state team.
- Helps to ensure youth/adult team effort is meeting a state identified need and the youth/adult work gets anchored in the states' system.

6. What types of photos should be submitted for the photo requirement?

Each applicant should submit one headshot, and an optional photo that demonstrates the youth in action in the community.

7. Can I save my application mid-way through completion?

Online applications cannot be saved once started. We recommend that you answer application questions on a separate document prior to starting the application, then copy and paste your answers into the online application.

8. How will applicants be selected?

Applications will be accepted from November 18, 2019 through January 17, 2020.

Applications are accepted online at www.4-h.org/trueleadersinequity or can be printed and mailed to:

National 4-H Council
Attn: Kristy Parker
7100 Connecticut Avenue
Washington, DC 20815

Close of Applications and Review

Once the applications close, a selection committee will review all applications for the following:

- Aged 15 - 19
- A desire to be true leaders in equity
- A passion for or experience championing equity and belonging for the groups indicated below**
- Connection to Cooperative Extension System through 4-H, Well Connected Communities, SNAP-ED volunteering, National Mentoring Project volunteering or other Extension programs

The selection committee will use these criteria to issue invitations to the teams. Alternatives may also be selected and notified. In addition to these criteria, our funders are eager to see an increase in number of states participating. Last year's inaugural cohort included 17 states.

Notification and Attendance

- Selected participants will be notified by early February. Council will be responsible for booking travel to Council. Thanks to generous funders, including the Robert Wood Johnson Foundation and S.D. Bechtel, Jr. Foundation, meals and lodging at the National 4-H Conference Center will be covered for participating teams. National 4-H Council will also reimburse between \$1,000 and \$1,500 for travel expenses per team based on regional distance from Chevy Chase, MD. Each



team will engage an Extension staff person (e.g. specialist, educator, coordinator, etc.). To demonstrate support for sustaining the work to be developed, this representative's travel expenses should be provided by the partner institution (e.g. LGU, 4-H Foundation, Center, etc.).

9. If applicants or I have questions when applying for the True Leaders in Equity Institute, who should we contact?

For general award questions, please contact Kristy Parker at kparker@fourhcouncil.edu.

For online submission issues, please contact: webadmin@4-H.org.

**Children and Youth with Disabilities, Disconnected Youth, Immigrant Youth, Incarcerated Youth, Mental Health and Well-being, Underrepresented Youth, Youth Experiencing Homelessness, Youth in Foster Care, LGBTQ Youth; African American, Latinx, Asian American/Pacific Islander, Native American

