



University of Nevada
Cooperative Extension

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Clover CLIPS



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Valuing and Achieving Diversity in Volunteer Management

The goal of achieving organizational diversity is more than a moral or legal issue; it makes good sense! Diversity strengthens and enhances the effectiveness of organizations. This is particularly true of organizations with youth development, social service or educational purposes and missions. Valuing diversity goes beyond just meeting quotas and completing reports. It means that communities have sincerely analyzed and that volunteers and programs are reflective of that population and their needs. Many times, the only needs and populations addressed are the ones with whom you feel comfortable.

Individuals stop at this level for many reasons. One reason is that we look for and see the differences versus our similarities. In most cases, we will always have more similarities than differences but it is the differences that we need to value and not try to change.

Another reason we only reach people reflective of us, is the fear of the unknown as we look at people who are different from us. FEAR can become an acronym standing for: FALSE EVIDENCE APPEARING REAL. We need to reach beyond our comfort level, our fears, and our unknowns and tackle the challenge to diversify our volunteers and programs.

What is diversity? Most groups define diversity as the differences among people. United Way of America defines it in the following way:

In general terms culture is defined as the practices, habit patterns, customs, and structures that are related to a common group experience. In more operational terms it is helpful to think of culture in two dimensions. The first is the characteristics that we are born with that are not easily changeable such as our gender, race, or age. The second are those characteristics that can be developed and even changed such as our education, social class, or functional responsibilities. Diversity is simply the recognition that our workplace is composed of individuals whose orientations

to serving the community may be quite different depending of the influence of the characteristics. Our task then is to learn how to value those differences and enhance the whole of our efforts.

Why are we addressing it in the first place?

In many instances the obstacles to valuing diversity or even in managing it seem to outweigh the opportunities it presents. Although we have always had diversity in the largest sense it is only recently that we have been willing to confront some of the feelings, mindsets, and historical constructs that have made the subject difficult to address. In addition, the presence of various "isms" (sexism, racism, etc.), the rapidly changing demographic profile of our communities, and the need to improve productivity, have all made the topic an important one.

Besides cultural diversity, these definitions should be helpful. They can be obstacles in addressing, valuing, and achieving cultural diversity.

Building on differences: definitions

A **generalization** is an oversimplification, conclusion, observation based on insufficient or limited experience.

A **stereotype** is the belief that all people of a certain group will be the same and behave in the same way.

A **bias** is the failure to be objective and impartial about people or an issue. It is an attitude based on personal, subjective preference.

A **prejudice** is judgment of people without really knowing them, on the basis of the group to which they belong. Its victims are treated as objects and not as persons. Prejudice is usually based on stereotypes and bias.

Discrimination is unequal and unfair treatment of an individual or group because of race, religion, age, physical ability, gender, etc. When people act on the basis of their prejudices and stereotypes, they are guilty of discrimination. Prejudice is an attitude while discrimination is the action that results from it.

Like an iceberg, some of these differences are obvious . . . like age, race, and gender. Most are not . . . like education

Continued on page 4



Once upon a Camp at Lake Tahoe

The Northern Area/ Western 4-H Summer Camp is July 10-16, at the State 4-H Camp at Lake Tahoe. The theme for this year's camp is *Once upon a Camp*, and will focus on children's literature. This is a week-long overnight camp filled with fun and educational activities including: crafts, swimming, kayaking, archery, camp fires and making new friends.

All local 4-H members **ages 9-12** (as of July 10, 2016) will be mailed a camp application due to arrive May 2. Camp fills quickly so be sure to enter all the information on the application including vaccination dates and medications, turn it in to your county 4-H office with the camp fee (\$265 per youth); please include shot records if possible. *Note:* You may wish to get a copy of your child's shot records from your school nurse now, before school is out.

The camp is not just for 4-H members. Non- 4-H member applications will be available May 16.

And for youth **14-18 years old**, there is still time to submit an application to become a Northern Area/



Western 4-H Camp Teen Counselor. The deadline to turn in applications is May 20. No late applications will be accepted.

Teen applicants are required to provide a résumé, references, write a letter of introduction, a camp activity and attend a mandatory interview on June 4. Not all teens will be chosen to fill the limited number of positions, but all applicants gain valuable life skills by going through the selection process.

For selected teens, there is a \$195 fee, at least three-mandatory training days and an early arrival at camp.

Applications are available at your local UNCE office. To download an application, visit us on Facebook at www.facebook.com/washoecounty4h/. or on the state 4-H calendar. For more information, call Sam Mitchell at 775-336-0259 or email mitchells@unce.unr.edu.

National Bike Month in May

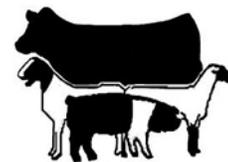
May is National Bike Month, sponsored by the League of American Bicyclists and celebrated in communities from coast to coast.

Whether you bike to work or school; ride to save money or time; pump those pedals to preserve your health or the environment; or simply to explore your community, National Bike Month is an opportunity to celebrate the unique power of the bicycle and the many reasons we ride.

Visit BikeLeague.org for more information.

Nevada Junior Livestock Show

The Nevada Junior Livestock Show (NJLS) will be at the Reno Livestock Events Center May 11-15, with livestock weigh-in/check-in and exhibitor check-in on Wednesday and Thursday morning and shows starting Thursday afternoon.



This is a chance to see examples of beef, swine, sheep, goats and rabbits raised by local youth. 4-H, FFA and Grange members who qualified will be participating. Exhibitors are reminded to get their excuse letters to their schools before the event.

For a schedule of events and other information, go to the website at <http://agri.nv.gov/Administration/NJLSB/NJLSB/>. You can also call the NJLS office at 775-790-4600 or email NJLSB@agri.nv.gov.

Science in the Park this Summer

Summer is almost here, and so is a chance for youth ages 10 to 14 years to have fun and learn about science and technology.

Student Stewards Summer Camp sponsored by the Truckee Meadows Parks Foundation, is a camp designed for middle school students. It takes place at Idlewild Park June 20 through July 29. That's six weeks of S.T.E.A.M. based activities, with a new subject every week.

This is a day camp with sessions Monday through Friday, 9 a.m.



to 4 p.m. Come learn about geology, green energy, engineering, animals and more.

Fees do apply; scholarships are available. Find out more and register online at: <http://www.tmparksfoundation.org/#!student-stewards-summer-camp/nipsc>

For more information, please contact Kelsey Mazur at Kelsey@tmparksfoundation.org or call him at 775-453-0240.

4-H Shooting Sports State Match Date Set

Mark your calendar and spread the word: the 2016 State 4-H Shooting Sports Match will be on September 24, in Elko County. More details will be available this summer.

Charitable Events and Community Service

Several 4-H clubs in Washoe County performed service learning projects last month.

- For most of April, members of the High Sierra 4-H K9 Club in Washoe County sponsored a SPCA donation drive.

The group collected canned pumpkin, towels, blankets, and dog items, leashes, harnesses, toys and other items for the dogs at the SPCA of



Northern Nevada facility.

It was a huge success. When the donated items were delivered, the SPCA was gracious enough to give members of the dog club a tour of their facility.

Several members will be completing volunteer forms to help out with the animals.

- On April 24, members of the Leg of Lamb, Slab of Bacon and Side of Beef 4-H Livestock clubs set up a 4-H Car Wash at the 7-11 parking lot on Arrowcreek Parkway and South Virginia St.



Many of the tickets were pre-sold for the four-hour fundraiser which benefits the Ethan McKinney Scholarship Fund.

Gardening Club Starting in Washoe County

Right at the beginning of the growing season, Washoe has a new club that is all about gardening.

Washoe County 4-H welcomes their newest club: a 4-H Gardening Club started by leader Mollie Connell.

The as-yet-unnamed 4-H club had its first organizational meeting at the Washoe County 4-H office in Reno on April 27, and already have several members.

If this sounds like something that is right for you, contact Sam Mitchell at 775-336-0259 or email mitchells@unce.unr.edu.

Marissa Giampaoli Joins Washoe County

Marissa Giampaoli is joining the Washoe County 4-H Youth Development Program on May 9, 2016. Marissa has an extensive background in 4-H as a member, collegiate 4-H member and a 4-H Leader with a poultry club in California.

Marissa holds a Masters degree in International Agriculture with a minor in Extension, Outreach and Education. Her Bachelor's is in Agriculture and Applied Economics. She is excited to be back in the 4-H Program and cannot wait to meet our 4-H volunteers, members and families.

Marissa will be at the Nevada Junior Livestock Show where many of our volunteers, members and families will get to meet her. Beginning May 9 her phone number will be 775.336.0273 and her email will be giampaolim@unce.unr.edu.

Nevada State 4-H Livestock Quiz Bowl and Skillathon

Attention 4-H livestock club members, the 2016 Nevada State 4-H Livestock, Quiz Bowl and Skillathon will be held in Churchill County June 17-18.

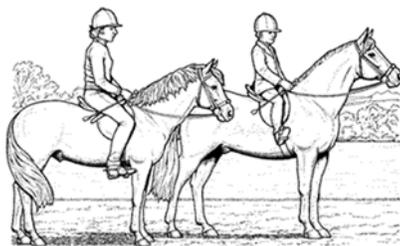
The deadline for entry is June 1. The necessary forms to register as well as a map and information on overnight accommodations can be found at on Facebook at www.facebook.com/washoecounty4h/ or on the state 4-H calendar.

For more information, please contact Karen Bogdanowicz, Churchill County 4-H, 775-423-5121 or email bogdanowicz@unce.unr.edu.

Improve Your Show Skills at Mock Clinic

Would you like to improve your show ring experience? Come to the Mock Show Clinic being sponsored by Silver Knolls Spurs on Sunday, May 22. The clinic starts at 8:00 a.m. at the UNR Equestrian Center, 1000 Valley Road in Reno (enter from Sadlier Way).

The clinic features Clinician Karyn Shirley. Karyn is a show judge, clinician and horse trainer. She is owner and operator of Purple Sage Equine.



You can learn and receive helpful tips on all aspects of a regular show, including showmanship, equitation, pleasure, trail.

Standard 4-H dress and approved equestrian helmets are required. Please bring a sack lunch as no food will be provided.

RSVP to Amy Zimmerman at 775-276-0942 or email silverknollspurs@yahoo.com by Thursday, May 20.

Valuing and Addressing Diversity

(Continued from page 1)

levels, childhood experiences, birth order, spiritual practice, mental ability, and numerous other human differences. Is your volunteer force reflective of a variety of categories?

If you have a diverse population, you need to look at how you are involving diverse volunteers. If you have a balanced and diverse volunteer force and are using them effectively, then you need to look at maintaining and expanding what you have.

Most organizations are challenged to create an environment where diversity is valued and pluralism is achieved. This environment will encourage individuals to be themselves and not have to conform to cultural practices, norms, and values of the majority culture within the organization. Before this can happen, an organization must be representative of *all* people in its volunteer leadership roles. These roles may include group leaders, committee members or a variety of other opportunities on local, county, state, and national levels.

Asking the following questions may be your first step in addressing the issue of diversity.

After reviewing the process and collecting data on your current program and geographic region, you are

encouraged to establish a committee to evaluate and analyze your situation using this process. The team will need understanding, commitment, and perseverance to create change in the organization. As leaders, we must have a strong sense that becoming an inclusive organization is an important goal. We need to communicate this to the team and help them adopt it. This is the first step in creating a system without boundaries!

WHAT IS DIVERSITY?

Diversity includes human differences in all forms, no matter how diverse. It does not necessarily mean “minority” as we usually define it. To add diversity to your organization, you must first analyze your volunteers to see who is not represented or who is underrepresented.

Sometimes, individuals do not know they can be involved or they have not been offered the opportunity to get involved.

Organizations do not have the option of allowing this to happen. The goal is to respect and be sensitive to all people.

-Reprinted from *Yellow TAXI, Valuing and Achieving Diversity in Volunteer Management*, with permission of National 4-H Council. View the full article, which includes steps to evaluate your group, on at 4-H.org : (<http://www.4-h.org/resource-library/professional-development-learning/4-h-volunteer-development/fact-sheet-series/>)

Northern Area/ Western May Dates to Remember

May 2 – 4-H Camp registration open to 4-H members

May 12-15 – Nevada Junior Livestock Show (RLEC)

May 16 – 4-H Camp registration open to non-members

May 20 – 4-H Camp Teen Counselor application deadline

May 30 – Memorial Day Holiday (offices closed)

Your 4-H Mission Minute

According to the Volunteer Research Knowledge Competency Taxonomy (VRKC) on 4-H.org, 4-H Program Management is the third most vital domain.

Volunteers must understand and follow appropriate policies, procedures and safety guidelines when acting on behalf of Extension. This includes and understanding of: Organization & Structure of Extension, Upholding the 4-H Mission, Risk Management/Risk Reduction, Liability Awareness and Reduction, Club Management, Behavior Management, Record Keeping, Financial Management and Computer Skills.

Although they are not expected to know all of this coming in, through online training and periodic training sessions, they can accumulate the skills over time.

-With text from 4-H.org/4-H Volunteer Development/



4-H is a program of University of Nevada Cooperative Extension

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Unless stated differently, all meetings are held at your local Cooperative Extension office.

4-H Events Calendar May 2016



DATE	WESTERN AREA AND OTHER COUNTIES	CARSON CITY/STOREY COUNTY	DOUGLAS COUNTY	WASHOE COUNTY
1	Lyon County Junior Livestock Show (LCJrLS)	Storey County Shooting Sports Trailer at Cabelas, 9 a.m. - 1 p.m.	Please note: Due to the number of project meetings in Douglas County, we cannot list them all here. Please consult the project calendars that you received at Sign Up Night.	Please note: Due to the number of club meetings in Washoe County, we cannot list them all here.
2	Northern Area/Western 4-H Summer Camp Active Member forms avail.	Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
4	For more information on any Lyon County events, please call 775-463-6541	Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.		
5		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
6		Camper Applications available at 4-H Office.		
6-7		Comstock Hot Shots, Ice House Range, 10 a.m.-4 p.m. both days		
10				Horse Leaders' Mtg, 5:30 p.m.
11		Carson Cluckers, Fuji Exhibit Hall, 6:30-8 p.m.		
11-15	NJLS, Reno Livestock Events Ctr.			
12		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
13		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
16	Northern Area/Western 4-H Summer Camp non-Member forms avail.	Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
19		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
20	Northern/Western Area 4-H Camp Teen Counselor Applications due by 5 p.m.			
21				Reno Rabbits & Cavy / Feathered Friends 4-H Clubs Spring show, Rancho San Rafael Barn area, 8 a.m.
21-22		Comstock Hot Shots, Ice House Range, 10 a.m.-4 p.m. both days		
22				Mock Horse Show Clinic, UNR Equestrian Ctr., 8 a.m.
23			Leaders' Council, 7 p.m.	
24				Livestock Leaders' Mtg., 6 p.m.
27		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
30	MEMORIAL DAY HOLIDAY - OFFICES CLOSED			



Memorial Day - May 30

Upcoming 4-H Events Calendar



DATE	WESTERN AREA AND OTHER COUNTIES	CARSON CITY/STOREY COUNTY	DOUGLAS COUNTY	WASHOE COUNTY
June 2016				
1		Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.		
2		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.	Please note: Due to the number of project meetings in Douglas County, we cannot list them all here. Please consult the project calendars that you received at Sign Up Night.	
4	Northern/Western Area 4-H Camp Teen Counselor interviews			
6		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
8		Carson Cluckers, Fuji Exhibit Hall, 6:30-8 p.m.		
9		S.C. Shooting Sports Trailer at Cabelas, 9 a.m. - 1 p.m. 4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		Please note: Due to the number of club meetings in Washoe County, we cannot list them all here.
10		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
11	Camp Training, Reno Office, 9 a.m.-3 p.m.			
14				Horse Leaders' Mtg, 5:30 p.m.
15			Douglas Teen Camp Counselors, 2:00-7:45 p.m. Camper/Parent Info Night Event, 6:30 p.m., 4-H Office	
16		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
17	Camp Teen Counselor training, Reno Office, 6 p.m.			
18		Rabbit & Cavy Show, Fuji Exhibit Hall, 7:30 a.m.- 4 p.m.		
20		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		Small Animal Leaders' Meeting, 6 p.m.
21				Livestock Leaders' Mtg., 6 p.m.
24		Carson Hot Shots, Cap. City Gun Club, 6-9 p.m.		
27			Leaders' Council, 7 p.m.	
28	All Camp Staff Meeting, Carson Office, 6 p.m.			
July 2016				
4	INDEPENDENCE DAY HOLIDAY - OFFICES CLOSED			
6		Bouncing Bunnies, Fuji Exhibit Hall, 6:30-8 p.m.		
7		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
9	Teens and Adults report to Camp, 3p.m.			
10-16	Northern/Western Area 4-H Camp, State 4-H Camp Lake Tahoe			
12				Horse Leaders' Mtg, 5:30 p.m.
13		Carson Cluckers, UNCE Conf. Rm., 6:30-8 p.m.		
14		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
18		Target Rippers, Fuji Exhibit Hall, 6:30-8 p.m.		
19				Livestock Leaders' Mtg., 6 p.m.
20				Small Animal Leaders' Meeting, 6 p.m.
21		4 Paws, Fuji Exhibit Hall, 6:30-8 p.m.		
25				Leaders' Council Meeting,