

CREATING SPACE FOR ALL



Inclusion

Inclusion is creating a sense of belonging for all youth. 4-H provides youth with the opportunity of being part of something more than themselves. 4-H does not let the youth be defined by their disability, but rather their abilities.

As staff/leaders/volunteers it is our responsibility to create a safe and inclusive environment for youth of all abilities. Creating this experience shows we, as an organization, care about all youth. This can be accomplished in many ways:

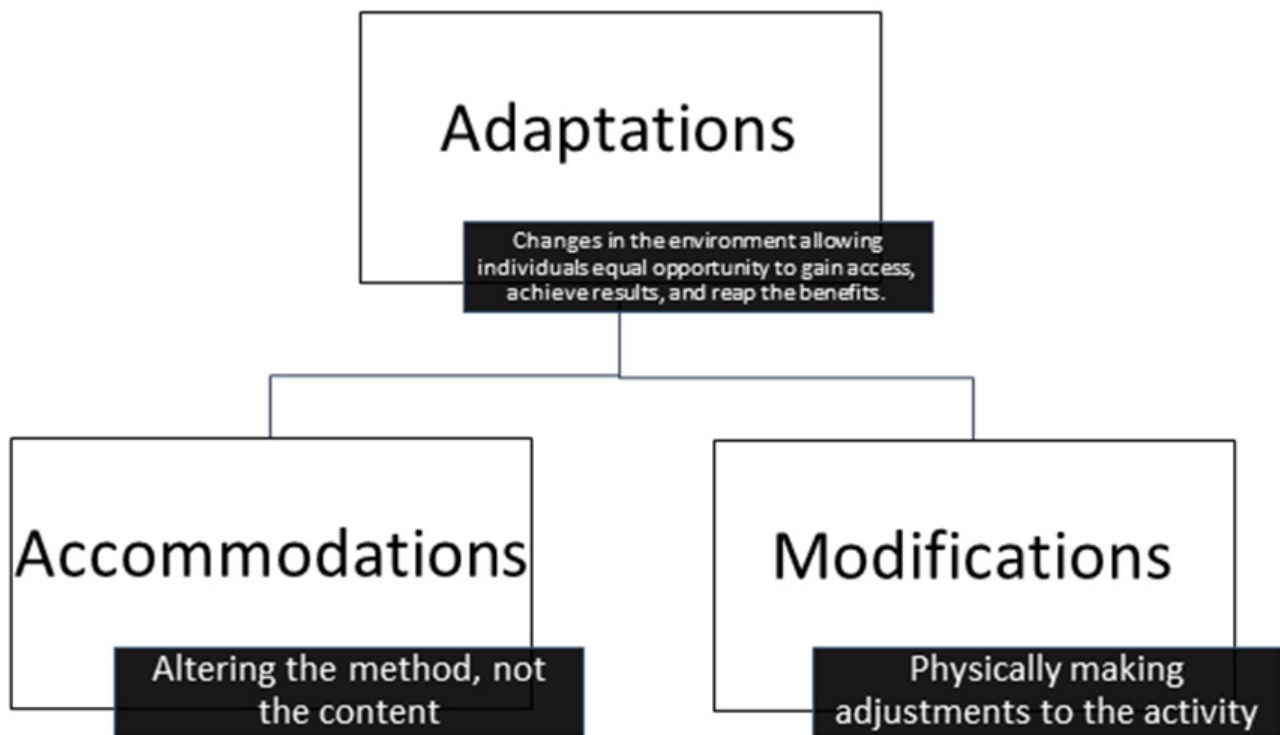
- Using person first language
- Using resources to create equal opportunities and outcome for everyone
- Depending on the setting and appropriateness, involving youth's parents, guardians, teachers, or instructors; Helping to build rapport or trust

Person First Language

A disability does not define who a person is. Person first language acknowledges the person first and disability second. You are describing what a person has versus what a person is. When using person first, you avoid negative phrases (Sally is Autistic) and focus on affirmative phrases (Sally has autism).

Making Adaptations

For many youth with disabilities, the key to success in any activity is having appropriate adaptations, accommodations, or modifications. As a federally funded organization and more importantly, a group seeking to engage ALL of Iowa's youth, we need to be aware of the barriers making it difficult for youth to fully participate in our programs and be familiar with ways we can help facilitate a space for all.



- Accommodations
 - Examples include: interpreter, extended time, large print, or assistance from another individual
- Modifications
 - Examples: Attaching special harness to wheelchair to show animal

*Specific examples of adaptations can be found on other inclusion guides.

*If youth needs reasonable accommodations, please work with county Extension staff. Details are outlined on the Reasonable Accommodation Practices website: <https://www.extension.iastate.edu/diversity/reasonable-accommodation-practices>

This institution is an equal opportunity provider. For the full non-discrimination statement or accommodation inquiries, go to www.extension.iastate.edu/diversity/ext.

