

NAEPSDP Virtual Summer School Presents:
Diversity & Inclusion 101

Working With LGBTQ+ Youth and Families

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Objectives

- Build awareness of best practices to support LGBTQ+ youth and adults.
- Recognize LGBTQ+ affirming language in Extension documents.
- Describe steps to create an inclusive environment for all through positive education.



LGBTQ+ Defined

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/Questioning
- “+”
 - All self-affirming gender identities



What has Ohio 4-H done to promote LGBTQ+ Inclusion?

- Camp situations of gender identity and sexual orientation
 - Request at Leadership Camp to teach camp staff LGBTQ+ terminology
- Session offered to volunteers and teen leaders at Ohio 4-H Conference
 - Standing room only for a session on LGBTQ+ educational topic
 - Resulted in conversations requesting more LGBTQ+ topic information for youth to feel included and for adult leaders to recognize how to host supportive practices



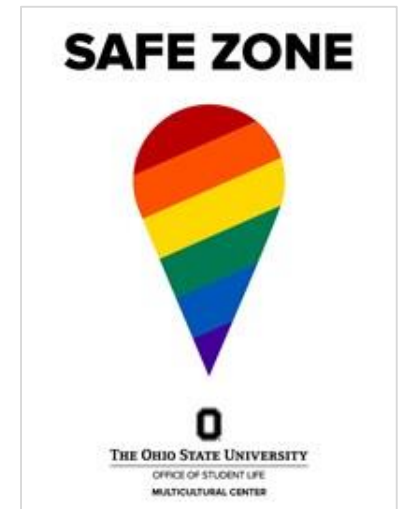
What has Ohio 4-H done to promote LGBTQ+ Inclusion?

- Ohio 4-H LGBTQ+ Summit
 - Committee of nine, included young alumni and adult 4-H staff, met for nearly a year to plan the two-day event
 - Supported and approved by all levels of OSU Extension, College of Food, Agricultural, and Environmental Sciences
 - Offered as professional development for colleagues and as a safe space for youth
- Adopted 4-H Guidelines for Inclusion of Individuals of All Gender Identities, Gender Expressions, Sexual Orientations, and Sexes
 - Based on document from Western Region 4-H Program Leaders Workgroup



Setting the Stage

- Appropriate Introductions (pronouns)
- Safe Space Indicators
- Symbols of Allyship



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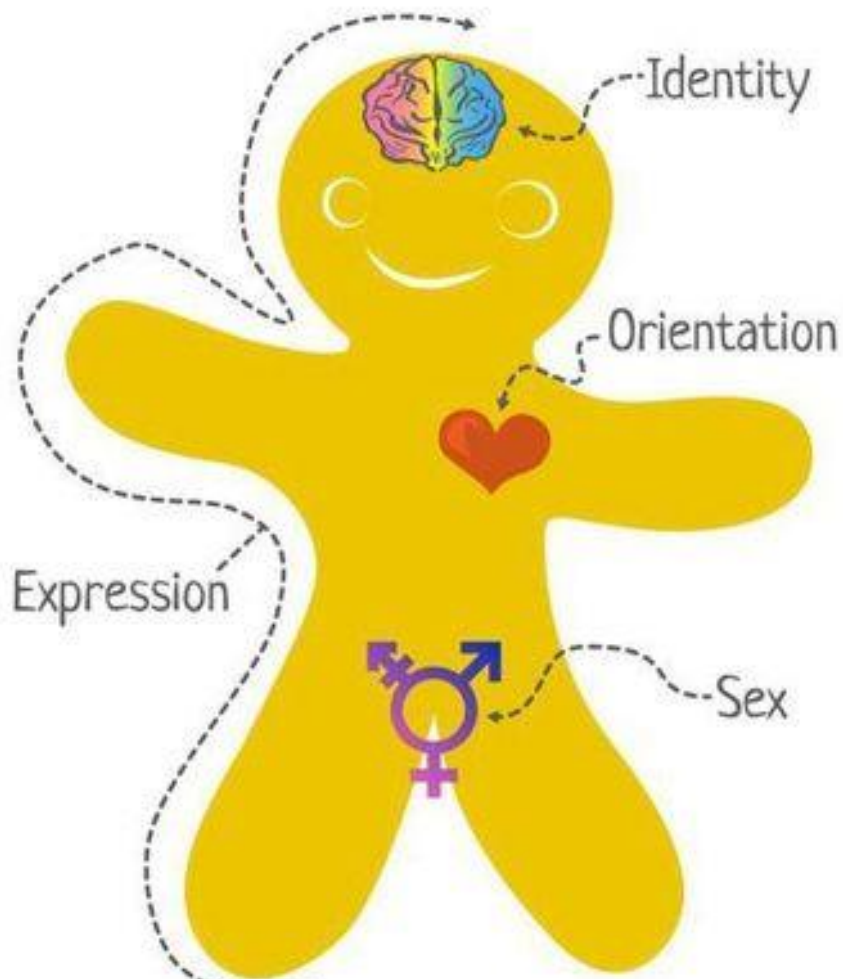


Common Definitions

- **Biological Sex**
 - The biological body that a person physically has. Hormones, chromosomes, and body parts determine this. (Examples: Male, Female, Intersex)
- **Gender**
 - Determined by a person's personal emotions, feelings, presentation, expression, behavior, societal expectations, etc. (Examples: Girl, Boy, Man, Woman, Agender, etc.)
 - Transgender/Trans*, Cisgender
- **Gender Identity**
 - A gender that a person feels most closely aligned with. (Examples: Man, Woman, Genderqueer, etc.)
- **Gender Expression**
 - The way a person chooses to express their gender. Such as the way they choose to dress and look. (Example: Masculine, Feminine, Androgynous)




The Genderbread Person



 **Gender Identity**

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

 **Gender Expression**

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

 **Biological Sex**

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

 **Sexual Orientation**

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Source: <https://www.genderbread.org/>

Reviewing Camp Documents

Excerpt from Leadership Camp pre-camp letter:

About the Leadership Camp Program... and What to Look Forward to

As a program of Ohio State University Extension, the Ohio 4-H State Leadership Camp is [an inclusive and affirming camp experience](#). Leadership Camp will provide you with the opportunity to meet and learn with 4-H'ers from across Ohio. You will [live with a cabin group of the same gender and you will participate in Leadership Camp programs and activities with a mixed gender program group](#). A main component of our positive youth development efforts is our commitment to embrace human diversity in all its many forms. Because we are also a part of the National Cooperative Extension System, we comply with federal Civil Rights Laws and USDA requirements. We work to ensure that all 4-H programming is available to clientele on a [nondiscriminatory basis](#) without regard to age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, or veteran status. By design, your sleeping assignments are randomized, so you will get to know some excellent participants and counselors who you have not met previously. However, we want you to have a say in what activities you will be assisting to plan throughout camp, which is why you completed a survey along with your registration form indicating this information!



Reviewing Camp Documents

Determining cabin assignments of a participant

2018 Best 4-H Camp That Ever Existed Registration

State: Ohio Phone: 614.292.4444
 Contact: Hannah Epley Email: epley.24@osu.edu

First Name	Last Name	Gender
Chris	Clover	Male
Alex	Trebek	Female
Jesse	Ventura	Male
Taylor	Swift	Male
Blake	Shelton	Female
Shawn	Connery	Female



Reviewing Camp Documents

Determining gender/biological sex of a participant

Ohio 4-H Health Statement

ALL SIDES of this form MUST be completed for each participant. Minors must have the form completed and signed by a parent/guardian. This information will be kept confidential and used only for the welfare of the participant. PRINT neatly using blue or black ink.

REQUIRED!
Attach
Picture
 (for I.D.
 purposes only)

Participant/Member Information:

Name: _____			
(Last)	(First)	(Middle)	
Address: _____			
(Street)	(City)	(State)	(Zip)
Home Phone:		County:	
Date of Birth:		Male/Female	Age (today):



Reviewing Camp Documents

Leadership Camp swim suit attire, as listed in pre-camp letter

- Swimsuit for pool (please, *no string bikinis or other revealing swimsuits*, we request modesty for your suit selection). To help you know what is permitted or not, here are some pictures to help demonstrate:

- Acceptable:



- Not Acceptable:



Reviewing Camp Documents

Leadership Camp dress code, as listed in pre-camp letter

- Personal clothing and underwear (there are no public laundry facilities at 4-H Camp Ohio).
 - Please note: Dining Hall rules include campers, counselors, and staff members **must wear sleeves** in the dining hall. This means they are not to wear tank tops, cut offs, or crop tops. To help you know what is permitted or not, here are some pictures to help demonstrate:

- Acceptable:



- Not Acceptable:



- T-Shirts are probably the best option for what to bring to camp! 😊 Just a rule of thumb: If you have to ask if something is appropriate or not, the answer is probably “no.”



Reviewing Camp Documents

How can we make this dress code more inclusive?

- A slightly “more dressy” outfit for the final evening’s dinner
 - Females: Sun dress/skirt and blouse/nice pants and shirt, closed-toe shoes (flats preferable—please no high heels or wedges because the camp terrain is rough)
 - Males: button-up shirt and khakis, nicer shoes (closed-toe)

Here’s what we came up with:

- A slightly “more dressy” outfit for the final evening’s dinner
 - Sun dress/skirt or nice pants/khakis and blouse/nice shirt, appropriate closed-toe dressier shoes (flats preferable—please no high heels or wedges because the camp terrain is rough)



Staff/Volunteer Training Topics

- Terminology/language
 - Introductions with pronouns
 - Genderbread Person
 - Matching activity
- Mental health
 - Debrief prior to and after lessons – provide support to those who require it
 - Scenarios (not role playing) – how to respond to camp situations
- Resources
 - Mental Health First Aid
 - Camp Nurse/Medical Professional
 - Local Resources/Services available via phone and websites
 - LGBTQ+ community organizations
- Modeling desired inclusive behavior



Concerns Specific to Trans*-identifying Individuals

- Their comfort and comfort of others
- Rooming/overnight accommodation
- Appropriate restroom facilities
- Communicating these needs with other staff – who needs to know?

- How do we know this? Ask the person!



How to be Inclusive at Camp...and in Other Environments!

- Introduce self with your own personal pronouns
- Remind staff to model appropriate behavior
- Listen with an open mind, do not make assumptions of others
- Take action when you recognize others engaging in conduct that may be harassing or discriminatory (e.g. interrupt inappropriate jokes)
- Speak up for the voices not present (devil's advocate)
- Express confidentiality – it is not your role to “out” an individual



Recognized Need:

- Request from teens at 4-H Conference
- Request from Camp Staff
- “Coming Out” conversations happening from youth to trusted staff


Action Implemented:

- Additional Ohio 4-H Conference Sessions offered
- LGBTQ+ Summit designed for professional development and youth
- Camp staff training includes LGBTQ+ topics

Results:

- Pronoun use at Leadership Camp
- Over 40 Ohio 4-H staff attended LGBTQ+ Summit
- Presentations given to Camp Managers/Directors
- Continued education!





Ohio 4-H
LGBTQ+ SUMMIT

BY THE NUMBERS

- Adult Professional Development Day: **86 attendees**
- Youth Summit: **54 attendees**
- **15 States** represented at Summit:
 - California, Colorado, Delaware, Florida, Indiana, Iowa, Maine, Michigan, Minnesota, Ohio, Pennsylvania, Virginia, Washington DC, West Virginia, Wisconsin
- **94% of adult respondents** indicated the event “Met” or “Exceeds Expectations”
- **97% of adult respondents** and **100% of youth respondents** agreed this event should take place again in the future



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Ohio 4-H

LGBTQ+ SUMMIT

SUCCESSSES

- **Unwavering support from administration** of Ohio 4-H, OSU Extension, and The Ohio State University College of Food, Agricultural, and Environmental Sciences (CFAES)
- **Financial assistance** from the Ohio 4-H Foundation and CFAES Office of Equity and Inclusion
- Positive affirmation from neighboring 4-H programs with **multiple states registering** representatives
- Recognition from Ohio 4-H staff, volunteers, and youth that LGBTQ+ education is necessary
- **Media coverage** by marketing and media relations of The Ohio State University
- Protections offered through the **University's non-discrimination clause**

CHALLENGES


- **Vocal disapproval** by select 4-H parents and volunteers
- Occasional **social media responses of negative reaction**
- Phone calls and emails to 4-H professionals **questioning the purpose of the event**
- **Families threatening to leave** the Ohio 4-H program
- Disapproving 4-H clientele **calling local legislators** to voice their concerns
- **Rumors of an organized protest**
- **Unwillingness of some 4-H professionals to share Summit information** in their counties



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Ohio 4-H

LGBTQ+ SUMMIT

PROGRAM REPLICATION

Our committee suggests the following recommendations to states planning a similar event:

- **Inform administration and secure approval** with state 4-H leadership, Extension administration, and college-level administration.
- **Delegate one main spokesperson** as the individual to respond to media concerns or challenging responses.
- **Create a list of talking points** (who, what, where, why) that can be easily communicated.
- **Share the talking points and contact information** of the communications spokesperson with all 4-H professionals.
- **Reach out to local organizations, individuals, and non-profit partners** in the LGBTQ+ community to serve as resources.
- **Seek financial support** from 4-H foundations, college diversity groups, and the local community.



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“Overall, I just feel more connected to people within Extension and 4-H who can help me be more inclusive of LGBTQ+ members. I've never really known where to go for help.”

- Adult Summit Attendee

“I learned that 4-H is a lot more accepting of LGBTQ+ youth than I originally assumed. I also learned that others my age have the same issues I do.”

- Youth Summit Attendee

“I've put rainbow flag on my office door, pins from the Ohio conference (the rainbow one and my pronouns one) on my backpack that I take to all 4-H events. I've also begun having informal conversations with volunteers about what I've learned.”

- Adult Summit Attendee

“The Summit was well put together. I had an amazing time and would love to come again. It helped me feel included and accepted for who I am.”

- Youth Summit Attendee



How To/What If...

- A parent questions the orientation or gender identity of their child's 4-H volunteer or 4-H camp counselor...
- A youth participant arrives at an activity and prefers a name that is not on their registration form...
- A parent threatens to not enroll their child in 4-H because of concern that there is an LGBTQ+ individual in their 4-H club or county...
- A program participant begins to spread rumors regarding the sexual orientation or gender identity of another participant or staff...



Additional Resources

- Genderbread handout

<https://www.genderbread.org/>

- University of California's 4-H Practices for Inclusion of Individuals of All Gender Identities, Gender Expressions, Sexual Orientations, and Sexes:

<http://4h.ucanr.edu/files/274340.pdf>



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Additional Resources (continued)

- LGBTQ+ organizations (PFLAG, GLSEN)
- University Resources (Multicultural Center, Diversity & Inclusion, Human Resources, etc.)
- Ohio 4-H LGBTQ+ Summit



Questions?

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Thank you!



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