



nys4-h.org

New York State

# 4-H YOUTH DEVELOPMENT

NYS 4-H Program of Cornell Cooperative Extension

Commitment to Equal Program Opportunity and Diversity and Inclusion

**4-H Youth Development programs comply** with Federal Civil Rights Law, New York State Human Rights Law, the New York State Sexual Orientation Non-Discrimination Act (SONDA), Title IX, Sections 503/504 of the Rehabilitation Act, and the Americans with Disabilities Act (ADA).

**The first priority of the NYS 4-H program is** to create a safe, inclusive space for learning, sharing, and collaboration welcoming to people from diverse backgrounds, cultures and perspectives. Diversity includes, but is not limited to: race, color, religion, political beliefs, national or ethnic origin, immigration status, sex, gender, gender identity and expression, transgender status, sexual orientation, age, marital or family status, educational level, learning style, physical appearance, body size, protected veterans, and individuals with disabilities. CCE actively supports equal educational and employment opportunities. No person shall be denied admission to any educational program or activity on the basis of any legally prohibited discrimination.

CCE is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.

All 4-H Participants—youth, families, volunteers, and Extension staff—in or attending any activity or event sponsored by Cornell University’s Cornell Cooperative Extension (CCE) 4-H Youth Development Program are required to uphold the values of the NYS 4-H program and conduct themselves according to these standards.

## The New York State Safe Spaces Logo



The NYS 4-H Safe Spaces logo was created by the Diversity and Inclusion Cohort, a two year professional development program designed to increase the capacity of 24 NYS 4-H staff in diversity and inclusion. The logo was reviewed by NYS 4-H youth members and National 4-H Headquarters.

The logo includes the words “Safe Space” framed above with colors from the rainbow flag: pink for sexuality, red for life, orange for healing, yellow for sunlight, green for nature, blue for magic, indigo for serenity and purple for spirit. It also includes colors to symbolize a range of skin tones. While all possible facets of an individual’s identity wouldn’t fit in one logo, this logo is designed to signal that 4-H is a place where each person can embrace their intersectionality and live all the complex aspects of their identity.

NYS 4-H is now in the process of recruiting a second 4-H Diversity and Inclusion cohort that will begin in the fall of 2017.

*Cornell Cooperative Extension is an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities and provides equal program and employment opportunities.*



NEW YORK STATE 4-H



Cornell University  
Cooperative Extension