

## Change Agent States Youth Diversity Tool Kit

One of the goals of the CAS Youth Committee was to develop a list of diversity-focused program materials, audio-visual tools, and curricula that can be shared with others to support diversity efforts in 4-H youth development and programming. The resources in this document are a beginning effort toward achieving that goal.

<b>Title of Work</b>	<i>A Place At The Table: Struggles For Equality In America</i>
<b>Type of Work</b>	Teachers Guide, 40 minute Video, and Text
<b>Target Age Group</b>	Middle and high school age
<b>How to Obtain</b>	<a href="http://www.tolerance.org/pdf/tt_materials_order_form.pdf">http://www.tolerance.org/pdf/tt_materials_order_form.pdf</a>
<b>Cost</b>	FREE for educators
<b>Description</b>	<p>The video uses historical photos and archival and contemporary film footage to tell the story of our nation's struggle to ensure liberty and justice for all. It is narrated by young people, who share with each other and the viewer the stories of their families' experiences in that ongoing struggle.</p> <p>Each of the 12 chapters in the book focuses on an individual or group who stood up to tolerance and exclusion or reached out on behalf of others. Chapters include historical documents, first person accounts, editorial commentary on related issues and themes.</p> <p>The Teachers Guide comprises 13 lesson plans- one for the video alone and one for each of the 12 chapters in the book.</p>

<b>Title of Work</b>	<i>As Simple As Respect</i>
<b>Type of Work</b>	DVD, Note cards, and Facilitator's Guide
<b>Target Age Group</b>	Adults
<b>How to Obtain</b>	<a href="http://www.atsmedia.com/scripts/cat_Detail.asp?item_ID=907">http://www.atsmedia.com/scripts/cat_Detail.asp?item_ID=907</a>
<b>Cost</b>	\$795
<b>Description</b>	<p>As Simple As Respect is an easy and effective way to introduce the importance of respect, diversity and inclusion in the workplace. Using real-life situations that many of us encounter, the program teaches employees how to perceive and respond to inappropriate behavior and the necessary steps to counter unproductive and damaging situations in the workplace.</p> <p>Situations role played include: disrespectful behavior due to religious and cultural beliefs, unacceptable words or expressions, displaying or sending potentially offensive material on your computer, judging peoples ability, and cultural and ethnic stereotypes.</p>

<b>Title of Work</b>	<i>Blue Eyes/ Brown Eyes</i>
<b>Type of Work</b>	DVD and Guide
<b>Target Age Group</b>	Adults
<b>How to Obtain</b>	<a href="http://www.newsreel.org/nav/title.asp?tc=CN0027">http://www.newsreel.org/nav/title.asp?tc=CN0027</a>
<b>Cost</b>	\$295 College, Corporation, Government Agency
<b>Description</b>	<p>The "blue eyed/brown eyed" exercise was originally developed by Jane Elliott for her all white third grade class in Riceville, Iowa at the time of Dr. Martin Luther King Jr.'s assassination to give them some idea of racial prejudice. She divided her class on the basis of eye color and subjected the blue-eyed members to a regime of intense discrimination. They soon cracked under the pressure, losing self-esteem and competence. The video also role plays similar reaction with adults</p>

<b>Title of Work</b>	<p><i>Diversity Activities for Youth and Adults</i></p> <p><i>More Diversity Activities for Youth and Adults</i></p>
<b>Type of Work</b>	Sets of diversity activities
<b>Target Age Group</b>	The activities in these publications are appropriate for use by teachers, youth leaders, child care professionals, and human service professionals. While most activities are appropriate for older youth (middle school and above) and adults, some of the activities may be adapted for younger children.
<b>How to Obtain</b>	<p>Available on-line at  <a href="http://diversityeducation.cas.psu.edu/Resources.html">http://diversityeducation.cas.psu.edu/Resources.html</a></p> <p>Available in hard copy from:  Publications Distribution Center  College of Agricultural Sciences  Penn State University  112 Agricultural Administration Building  University Park, PA 16802  (814) 865-6713</p>
<b>Cost</b>	Hard copy free plus \$5.00 shipping and handling
<b>Description</b>	<p>The activities in these publications can help participants:</p> <ul style="list-style-type: none"> <li>➤ Recognize how we place self-imposed limits on the way we think</li> <li>➤ Discover that, in many ways, people from different cultures and backgrounds hold similar values and beliefs</li> <li>➤ Become more aware of our own cultural viewpoints and the stereotypes we may have inadvertently picked up</li> <li>➤ Accept and respect the differences and similarities in people</li> </ul>

<b>Title of Work</b>	<i>Diversity Discussion Starters</i>
<b>Type of Work</b>	Activity book
<b>Target Age Group</b>	Varies from elementary age youth to adults
<b>How to Obtain</b>	<p><a href="http://diversityeducation.cas.psu.edu/Resources.html">http://diversityeducation.cas.psu.edu/Resources.html</a></p> <p>Available in hard copy from:  Publications Distribution Center  College of Agricultural Sciences  Penn State University  112 Agricultural Administration Building  University Park, PA 16802  (814) 865-6713</p>
<b>Cost</b>	<p>Available on-line</p> <p>Hard copy free plus \$5.00 shipping and handling</p>
<b>Description</b>	<p>This publication is designed to help facilitate discussion about diversity among youth and adults. Each story and poem is set up as an activity that includes a brief discussion and several thought-provoking questions. These activities cause youth to think critically about the meaning of diversity.</p>

<b>Title of Work</b>	<i>Diversity in Action</i> by Sharon Chappelle and Lisa Bigman
<b>Type of Work</b>	Book
<b>Target Age Group</b>	Middle and High School Youth (can easily be adapted to use with adults as well)
<b>How to Obtain</b>	Order from any book store or service Published by Project Adventure, 1998 ISBN: 0-536-01175-3
<b>Cost</b>	Around \$45.00
<b>Description</b>	This book uses adventure activities to explore issues of diversity with middle school and high school age youth. There is good information on adventure learning and diversity plus hundreds of hands-on activities that address a variety of diverse groups and issues. It would be helpful to have some knowledge/experience in facilitating adventure learning experiences before tackling the multifaceted issue of diversity using this method of teaching.

<b>Title of Work</b>	<i>Enhancing Cultural Competence in Out of School Time Programs: What Is It And Why Is It Important?</i>
<b>Type of Work</b>	A research report.
<b>Target Age Group</b>	Information for program designers, program providers, funders, and policy makers on the fit between programs and the needs of children.
<b>How to Obtain</b>	<a href="http://www.childtrens.org/Files/Child_Trends-2007_01_31_RB_CultureCompt.pdf">http://www.childtrens.org/Files/Child_Trends-2007_01_31_RB_CultureCompt.pdf</a> .
<b>Cost</b>	Available on-line
<b>Description</b>	This brief discusses the elements of cultural competence and its significance for out of school programs. In addition, it provides suggestions for practitioners for developing cultural competence and incorporating culturally competent activities into their programs in order to benefit youth from a wide range of backgrounds.

<b>Title of Work</b>	<i>Guide to Exploring African American Culture</i>
<b>Type of Work</b>	Curriculum/ Activity book
<b>Target Age Group</b>	Youth aged 10and older
<b>How to Obtain</b>	Available in hard copy from: Publications Distribution Center College of Agricultural Sciences Penn State University 112 Agricultural Administration Building University Park, PA 16802 (814) 865-6713
<b>Cost</b>	\$10.00
<b>Description</b>	The lessons and activities in this guide are designed to enhance youths' knowledge of African American culture as well as build their life skills. It also encourages youth to reflect on their own culture and the similarities and differences between cultures.

<b>Title of Work</b>	<i>Make a World of Difference</i>
<b>Type of Work</b>	Activity Book
<b>Target Age Group</b>	Varies with activities (12- Adults)
<b>How to Obtain</b>	<a href="http://www.ipgbook.com/showbook.cfm?bookid=1574828681">http://www.ipgbook.com/showbook.cfm?bookid=1574828681</a>
<b>Cost</b>	\$26.95
<b>Description</b>	<p>The activity book is divided to three sections, which includes 50 asset-building activities to help teens explore diversity. The three sections are:</p> <ul style="list-style-type: none"> <li>• <b>Personal and Environmental Awareness activities-</b> include activities for teens who have very little exposure to the issue surrounding each topic.</li> <li>• <b>Skill Building Activities-</b> offers activities for teens who are beyond the exposure stage and are interested in building skills around various diversity issues.</li> <li>• <b>Practice Activities-</b> gives participants opportunities to try out new, culturally competent methods for expression and relationship building with the support of group discussions.</li> </ul>

<b>Title of Work</b>	<i>One Survivor Remembers</i>
<b>Type of Work</b>	40 minute DVD, Teachers Guide, Resource Booklet, and Collection of Documents
<b>Target Age Group</b>	Grades 8-12
<b>How to Obtain</b>	<a href="http://www.tolerance.org/pdf/tt_materials_order_form.pdf">http://www.tolerance.org/pdf/tt_materials_order_form.pdf</a>
<b>Cost</b>	FREE for educators
<b>Description</b>	"One Survivor Remembers" tells the unforgettable story of Gerda Weissmann Klein's six-year ordeal as a victim of Nazi cruelty. Klein describes her years in Nazi labor camps and months on a forced death march. While Kleins story is an illustration of prejudice, dehumanization and genocide, it also is a tale of hope and courage.

<b>Title of Work</b>	<i>People Power</i>
<b>Type of Work</b>	Training Curriculum
<b>Target Age Group</b>	High School Age Youth
<b>How to Obtain</b>	Can download a copy from this website: <a href="http://www.ag.gov.bc.ca/sam/publications/pdf/whole_booklet.pdf">http://www.ag.gov.bc.ca/sam/publications/pdf/whole_booklet.pdf</a>
<b>Cost</b>	Free
<b>Description</b>	<b>People Power</b> is the third in a trilogy of youth manuals by the City and District of North Vancouver, Canada. It is anti-discrimination training manual for youth that was written with and by youth. It is designed to assist youth and trainers working with youth to start a process of working individually and collectively to create an inclusive society.

<b>Title of Work</b>	<i>Please Stand Up!</i>
<b>Type of Work</b>	CD
<b>Target Age Group</b>	Older teens, contains strong language and violence. Adult Preview Recommended
<b>How to Obtain</b>	<a href="http://www.pleasestandup.org/ordercd.htm">http://www.pleasestandup.org/ordercd.htm</a>
<b>Cost</b>	Cost: NY residents \$99 Out of state \$158
<b>Description</b>	Please Stand Up! Explores 7 sections (conflict, bullying, hate, relationships, suicides, gangs, and weapons) of school violence that are role played by teenage students. Please Stand Up! helps eliminate school violence by showing you the best way to handle a variety of dangerous and self-destructive situation. In each section you can choose how to handle the given situation and then see the outcomes of your decisions. Each section offers two courses of action and then shows the outcome of the users choice. It is intended to show the user the impact one student can have on some very serious situations. It is designed to target potential bystanders and show them simple ways to stand up against violence among their peers.

<b>Title of Work</b>	<i>Proverbs- to promote understanding across generations and cultures</i>
<b>Type of Work</b>	Activity Book
<b>Target Age Group</b>	Youth and adults
<b>How to Obtain</b>	<a href="http://diversityeducation.cas.psu.edu">http://diversityeducation.cas.psu.edu</a> Click on Links & Resources
<b>Cost</b>	Available on-line
<b>Description</b>	<p>According to the standard dictionary definition, a proverb is a “short saying in common use that strikingly expresses some obvious truth or familiar experience.” In the home and in other community settings alike, proverbs are used to pass on rich cultural traditions, to transmit folklore, and to communicate expected codes of behavior. In this curriculum, proverbs are used to help youth and older adults become more aware of social and cultural stereotypes and promote tolerance and understanding.</p> <p>The first part of the curriculum highlight how we understand the process of aging, communicate with family members, and develop intergenerational relationships in our lives. The second part of the curriculum, “The Facts of Life,” is designed to raise awareness of cultural differences and similarities.</p>

<b>Title of Work</b>	<i>¡Que Rico! La Cultura</i>
<b>Type of Work</b>	Curriculum/Activity book
<b>Target Age Group</b>	Kindergarten through eight grade
<b>How to Obtain</b>	<a href="http://wwwnhccs.org">http://wwwnhccs.org</a> or call 1 (800) 876-8636
<b>Cost</b>	\$9.95
<b>Description</b>	This manual is designed to teach youth about a particular aspect of Latino culture through Latino cultural art forms. Performing arts, visual arts, textile arts, and celebrations are featured. The manual is written in both English and Spanish.

<b>Title of Work</b>	<i>Responding to Hate at School: A Guide for Teachers, Counselors and Administrators</i>
<b>Type of Work</b>	Material: Handbook
<b>Target Age Group</b>	Audience: Adults
<b>How to Obtain</b>	Cost: FREE for educators <a href="http://www.tolerance.org/pdf/tt_materials_order_form.pdf">http://www.tolerance.org/pdf/tt_materials_order_form.pdf</a>
<b>Cost</b>	Free
<b>Description</b>	Designed to help administrators, teachers and counselors react promptly and effectively to all bias incidents, and to involve students, as well as parents and community leaders, in finding solutions to underlying tensions. It offers proven strategies and concrete steps for addressing day-to-day problems such as casual use of putdowns, emergency situations like hate crimes, and long-term issues including school policies and staff development designed to promote harmony.

<b>Title of Work</b>	<i>Strengthening Programs to Reach Diverse Audiences</i>
<b>Type of Work</b>	CD and Workbook/Guide
<b>Target Age Group</b>	Extension Educators and other professionals working with CYFAR projects
<b>How to Obtain</b>	You go to CYFERnet <a href="http://www.cyfernet.mes.umn.edu/">http://www.cyfernet.mes.umn.edu/</a> then type the name of the curriculum in the search box.
<b>Cost</b>	Free on-line
<b>Description</b>	<p>The Strengthening Program to Reach Diverse Audiences curriculum is composed of six units. This Curriculum is intended for extension professionals who are interested in training their staff to work with diverse audiences.</p> <p>*It is recommended that the curriculum be taught in its entirety, with each unit being taught in six individual half-day or full day (“optional” exercises are used and more time for activities required) session. Due to wealth of information in each unit, it may be overwhelming to cover all units in one week. Therefore, it is recommended to teach the curriculum over the course of three to six weeks.</p> <ul style="list-style-type: none"> <li>• <b>Unit 1-</b> This introductory unit lays the foundation for the rest of the curriculum by expanding on our understanding of differences and the many dimensions of diversity in our society</li> <li>• <b>Unit 2-</b> Cultural competence is a continuous process of assessing and broadening our knowledge of, and respect for, diverse individuals.</li> <li>• <b>Unit 3-</b> This unit shows how to make marketing to diverse populations more successful by making Extension marketing campaign more personal</li> <li>• <b>Unit 4-</b> This unit discusses key strategies for uncovering and accessing the assets within a community to further the interests of that community.</li> <li>• <b>Unit 5-</b> This unit focuses on strategies and techniques for effectively instructing /teaching diverse individuals.</li> <li>• <b>Unit 6-</b> This unit focuses on key issues that Extension professionals may face when they seek to work with ethnically diverse or limited-resource audiences</li> </ul>

<b>Title of Work</b>	<i>The 10 Commandments of Communicating With People With Disabilities</i>
<b>Type of Work</b>	26 minute DVD
<b>Target Age Group</b>	Employees
<b>How to Obtain</b>	<a href="http://www.diversityshop.com/store/10comvid.html">http://www.diversityshop.com/store/10comvid.html</a>
<b>Cost</b>	DVD \$199.95, VHS \$179.95
<b>Description</b>	While focusing on disability "etiquette", the video also delivers a compelling portrait of people with disabilities as competent, contributing, and affable participants in the workforce.

<b>Title of Work</b>	<i>Whoopi: Back to Broadway, The 20<sup>th</sup> Anniversary Show</i>
<b>Type of Work</b>	DVD
<b>Target Age Group</b>	Adults
<b>How to Obtain</b>	<a href="http://www.amazon.com">www.amazon.com</a>
<b>Cost</b>	\$21.99
<b>Description</b>	Whoopi returns to many of the characters from her old act, and gives them a contemporary twist by having them talk about pertinent issues of the day. One of the central themes is how our self-image impacts our reaction to others. In the video Whoopi is a person with disabilities who rejects love viewing herself as unlovable.

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