

# Annual Civil Rights Engagement Report for Idaho Extension Volunteer Organizations and Clubs



**Complete and submit annually to the appropriate local or state extension office no later than November 1<sup>st</sup>.**

University of Idaho Extension programs are available to all regardless of race, color, religion, national origin, sex, age, sexual orientation, gender identity/expression, disability, genetic information, or protected veteran or military status. Furthermore, University of Idaho Extension (including 4-H Youth Development) as programs linked to the United States Department of Agriculture, must comply with all Federal and State Civil Rights laws.

While we believe that every club/affiliate is trying to be inclusive, completion and submission of this annual report not only documents our commitment to inclusivity but can also help groups identify potential ways in expanding their outreach to even more youth – especially among underserved populations within their communities.

Reporting Year: October 1, 20\_\_\_\_\_ to September 30, 20\_\_\_\_\_

Organization/Club Name: \_\_\_\_\_

Organization/Club Leader’s Name: \_\_\_\_\_

1. Does your 4-H Club have both sexes or genders represented? Yes \_\_\_\_\_ No \_\_\_\_\_
2. Does your 4-H Club have more than one race or ethnic group? Yes \_\_\_\_\_ No \_\_\_\_\_

If you have answered “**No**” to either of those questions, please indicate steps that are being planned to balance your club membership to include both sexes or genders and more than one race or ethnic group. The list below provides some ideas for your consideration.

As Extension organizations/clubs strive to achieve or maintain balanced membership, including underrepresented groups and individuals, the table below provides a list of some possible options to expand our outreach to all youth. Please check (x) any methods used this past year and/or that will be used in the coming year; if you used methods not listed in the table, share those on the back or on an attached page. Even if you answered “No” to any or all of the questions above, by demonstrating that “all reasonable efforts” have been made (using a variety of options below in collaboration with appropriate Extension personnel) your program can be deemed to be in compliance. The important thing is to sincerely try. Thank you.

Past Year	Reasonable Effort	Next Year
	In-person Invitation/Visit	
	Electronic/Written Invitation	
	Telephone Invitation	
	Newspaper, Radio or TV	
	Flyers, Newsletters or Posters	
	Social Media Outreach	

Past Year	Reasonable Effort	Next Year
	Membership Drive/Promotion	
	Targeted Volunteer Recruitment	
	Civil/Community Organizations	
	Joint Activity/Integrated Program	
	Meeting Space Accessibility	
	Extension Office Referrals	

Check here (  ) if other efforts were or are being taken to expand involvement that are not listed above (*provide details on back or attached page*)

Organization/club leader signature: \_\_\_\_\_ Date: \_\_\_\_\_

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