



Creating Inclusive Agricultural Youth Organizations

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Policy

Policy is created and implemented in an organization

Org Norms

Behaviors become norms, and if they are present enough, become policy

Behavior

Policy promotes specific behaviors that get adopted into the group

Background and Development

- Studies have shown that policies promoting specific behaviors often leads to behaviors being acted out (Hegarty & Sims, 1978)
- Inconsistent messaging causes stalls in change and operations in an organization (Kotter, 1996)
- Stable values remain constant and influence our behavior outside our awareness (Schwartz, 2012)
- Non-discrimination policies set the standard for access for students that wish to participate in the organization
- Inclusion policies creates inclusive and welcoming behaviors and environments for students
- Trainings help develop the ally behaviors that will create inclusive environments and equip staff and student leaders with the skills to maintain inclusive environments
- Top-down policy models allow organizations to adapt and expand needed policies and norm shifts

Best Practices

- The most effective policy implementation comes when policies are housed within governing documents and are readily accessible
- Trainings and professional development help staff and student leaders gain skills to help create inclusive and accessible cultures
- Documenting policy changes to assist students allows for organizations to serve as models

Policy Templates

- **Non-Discrimination Policy** - The National FFA Organization provides equal access to all programs and services without discrimination based on sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, disability, or the use of a trained dog guide or service animal by a person with a disability.
- **Inclusion Policy** - The National FFA Organization seeks to include and support all students of unique and diverse backgrounds. We will make all appropriate and reasonable accommodations to be accessible to our students, and we strive to not only include students of diverse populations and backgrounds, but to actively welcome them into our organization. Association staff, educators, and national/state student leaders shall be given resources to go through and conduct Ally trainings to be prepared to work with students of all experiences and backgrounds.

Intended Results

- 15 signatures to date (4/15/19)
- FFA adopts formal non-discrimination, inclusion policies, and ally training for staff and student leaders
- FFA models policy changes for states to adopt
- Members feel more welcome and an inclusive and accessible culture is developed for all members

Policy and Legislation Asks

- **FFA** - Adopt formal non-discrimination and inclusion policies, and related trainings for staff and student leaders to develop ally behaviors and inclusive environments
- **Congress** - Require all federally funded/chartered youth organizations to adopt non-discrimination policies into their governing documents



NCFFA is one of five (5) associations that have a formal non-discrimination policy in their constitution. How can we best implement policies for all associations?

Associations with Policies	Associations with FFA Specific Policies	Associations with Policies Housed in A Governing Document
National FFA	National FFA	Colorado
Alabama	Alaska	Iowa
Alaska	Iowa	Kentucky
Colorado	Kentucky	Michigan
Connecticut	Michigan	North Carolina
Florida	North Carolina	
Iowa	Washington	
Kentucky	Wisconsin	
Michigan		Out of 52 associations contacted, 39 (75%) did not have a policy or one that could be found.
North Carolina		
North Dakota		
Washington		
Wisconsin		