The NYS 4-H Safe Spaces Logo Guide

Purpose of the Logo
Our first priority 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, socio-economic status, 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.

The NYS 4-H Safe Spaces logo is a sign of our commitment to nurturing this safe, inclusive environment.

Development Process
The NYS 4-H Safe Spaces logo was created by the Diversity and Inclusivity Cohort and reviewed by NYS 4-H youth members and National 4-H Headquarters. Members of the Diversity and Inclusivity Cohort created many different possible versions of this logo, then brought those possibilities to NYS 4-H teen leaders at the State Teen Action Reps Retreat (STARR). The youth leaders at STARR chose the final design. Later we learned of some potential challenges with our logo format and 4-H Clover guidelines, so the Diversity and Inclusivity developed new alternatives that were then approved by National 4-H Headquarters. NYS 4-H teen leaders were again given the chance to choose their favorite version during STARR, and the version you see here was selected as our final design.

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, turquoise for art, indigo for harmony, 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.

Using the Logo
We encourage you to use the logo on flyers, brochures, posters and other promotional materials similar to other 4-H and Cooperative Extension logos. It may be used in conjunction with the Equal Opportunity Employment and Equal Opportunity Program statements. You could put the logo on display in meeting spaces owned or managed by Cornell Cooperative Extension. You can post it on online spaces including email signatures, websites, and social media. This logo is best used in full color.

The logo itself is only a signal of our intentions to create safe, inclusive spaces for youth and adults in our programs. To be most effective, introduce the logo along with reflective conversation around how to
create and support safe and welcoming environments.

Do you have a teen group such as 4-H Teen Council, 4-H Teen Ambassadors or 4-H Teen Exchange club? Why not open a meeting with a presentation on this logo and have a discussion on what it means and where they would like to see it used.

Share the logo at an upcoming Board of Directors or 4-H Program Committee meeting. Include county youth demographics along with your county 4-H demographics. Lead a discussion on disparities between the percentages and how staff can reach out to under-represented youth.

At 4-H Volunteer trainings, include time for general discussion on how to be more inclusive.

Do you have an upcoming Educators meeting? Ask your colleagues how they are incorporating the logo into their efforts. Invite a cohort member to present the logo.

Creating Safe Spaces
There are a variety of strategies for creating welcoming and inclusive environments. One way is to help people work towards becoming an ally. An ally is a person that is not part of a marginalized group that commits to supporting and working with people that are experiencing marginalization.

Include reflection time at staff meetings, volunteer trainings, and teen and youth group meetings to discuss being an ally. Define ally, compare & contrast being an ally versus being a friend, and identify marginalized groups during this time.

More Resources
Explore these resources for more ways to nurture safe, inclusive environments in your programs.

- Cornell’s LGBT Resource Center: http://dos.cornell.edu/lgbt-resource-center/ally-support
- Cyber Safe Spaces: http://www.tolerance.org/cyber-safe
- School Climate: http://www.tolerance.org/professional-development/climate
- eXtension Civil Dialogue Resources: https://publish.extension.org/civildialogue/explore-extension-resources-on-civil-dialogue/
- The Teaching Transgender Toolkit: http://www.teachingtransgender.org/
- Harvard’s One and All strategies for protecting youth and preventing bullying: https://www.gse.harvard.edu/uk/one-and-all

Guided Reflection Suggestions
- Have you seen examples of name-calling, bullying or harassment in your 4-H program?
- How are youth affected by bias in your 4-H program?
- Did you see bias in 4-H when you were a member? How did it affect you?
- What can you do when see examples of bias or unsafe environments?
- How can you be an ally?
- How can you encourage others to be an ally?