

# Region 8 Summit Healthy Transitions July 31, 2019

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# What We Call It

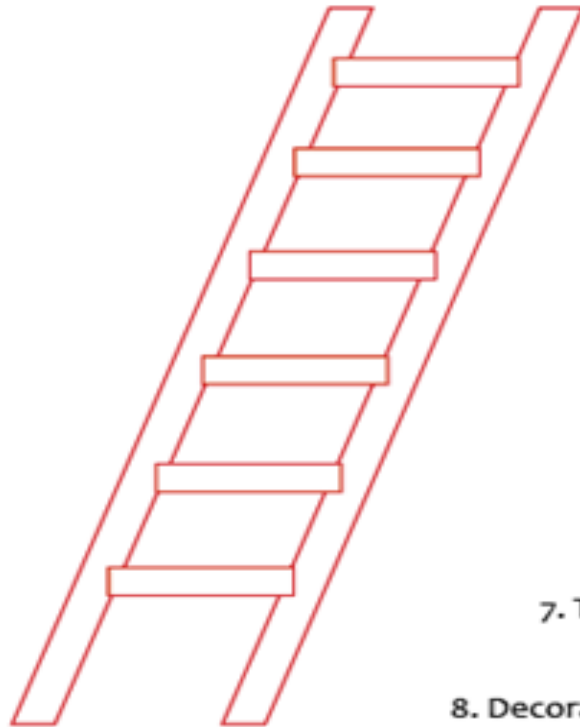
- ▶ Engagement
- ▶ Development
- ▶ Involvement
- ▶ Empowerment
- ▶ Youth-Driven
- ▶ Leadership and Advocacy
- ▶ Above ALL: AUTHENTIC

# Organizational Focus Areas

- ▶ Organizational assessment
- ▶ Program planning
- ▶ Resource allocation and development
- ▶ Family involvement
- ▶ Peer support services
- ▶ Hiring young adults with lived experiences

# Organizational Assessment

## Ladder of Youth Involvement



### 1. Youth Initiated and Directed

- Designed and run by youth and decisions made by youth

### 2. Youth Initiated, Shared Decisions with Adults

- Designed and run by youth who share decisions with adults

### 3. Youth and Adult Initiated and Directed

- Designed and run by youth and adults in full partnership

### 4. Adult Initiated, Shared Decisions with Youth

- Minimum Youth Participation, designed and run by adults who share decisions with youth

### 5. Consulted and Informed

- Designed and run by adults who consult with youth, Youth make recommendations that are considered by adults

### 6. Assigned and Informed

- Youth do not initiate, but understand and have some sense of ownership

### 7. Tokenism

- Symbolic representation by few, may not have genuine voice, may be asked to speak for the group they represent

### 8. Decoration

- Adults use youth to promote or support a cause without informing youth

### 9. Manipulation

- Youth are not involved in design or decisions; Youth involvement used by adults to communicate adults' messages



**YOUTH MOVE NATIONAL**

WE ARE CHANGE AGENTS 'MOTIVATING OTHERS THROUGH VOICES OF EXPERIENCE'

Adapted from Hart, R. (1992). Children's Participation from Tokenism to Citizenship, UNICEF

# Program Planning

- ▶ What does authentic youth engagement look like?
- ▶ What do young people care about?
- ▶ Outreach, recruitment and retention
- ▶ Social marketing

# Resource Allocation and Development

- ▶ Human resources
- ▶ Financial resources
- ▶ Keep track of what it takes to involve young people in leadership and advocacy roles.

# Family Involvement

- ▶ Different backgrounds, different expectations in family involvement
- ▶ What opportunities and challenges do families face?
- ▶ Letting loose without letting go.

# Peer Support Services

- ▶ Intentional peer support
- ▶ Lived experiences
- ▶ Motivate
- ▶ Engage
- ▶ Advocate



# Hiring Young Adults with Lived Experiences

- ▶ Maybe their first professional job
- ▶ Maybe system's first experience hiring young people with lived experiences
- ▶ Young people's personal experiences with "systems" influence their networking approach.
- ▶ Supervision and mentoring
- ▶ Work hours
- ▶ How to maintain authentic youth voice when working for the "system".

# Other Things to Consider

- ▶ Cognitive health affecting memory, judgment, intuition, thinking, reasoning, the ability to learn.
  - Trauma
  - Mental Health
  - Substance use
- ▶ Past trauma and present emotional reaction to the environment