

**Youth Era**



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**Chief Strategy Officer**



## Overview & Objectives

- 1. Identify key stakeholders and their roles in connecting care.
- 2. Discuss how we can engage to get to connected care with training, data and communication.
- 3. Explore a model for partnership for engaging with young people in their care plans.





# What's our mindset?



## Value of Lived Expertise

**A man falls into a hole so deep he can't get out. A doctor walks by, and the man calls for help. The doctor writes a prescription, tosses it into the hole, and walks on. A priest walks by, and the man tries again. The priest writes a prayer, tosses it into the hole, and walks on. Finally a friend walks by, and again the man asks for help. To his surprise, the friend jumps in with him. "Why did you do that?" the man asks. "Now we're both in the hole." "Yes," the friend responds. "But I've been in this hole before, and I know the way out."**

—Rebecca Clay, *SAMHSA News* 2004



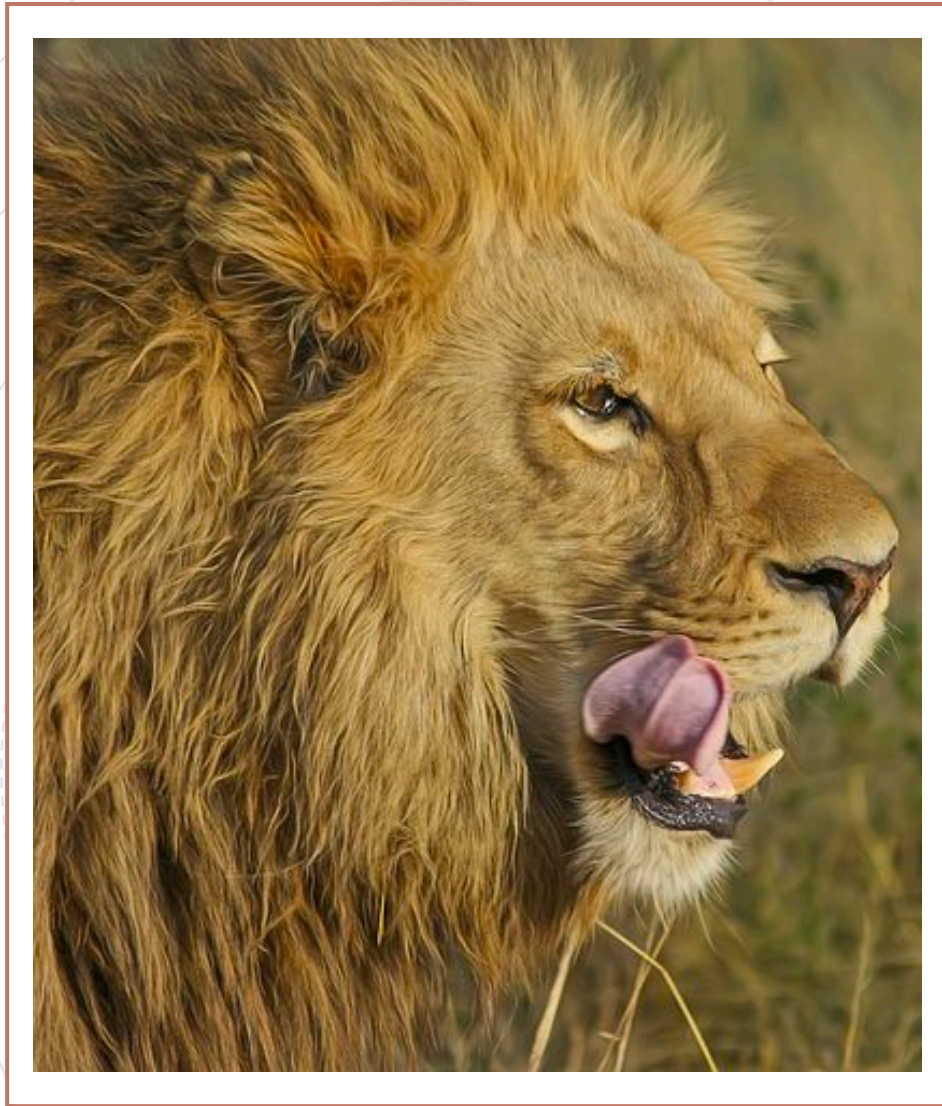
# “What if?”

## Value of Lived Expertise

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**Stakeholder  
Expertise**

# Who are stakeholders?

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Anyone affected.

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Individuals receiving services

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Families, Youth, Children

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Natural Supports, Families of Choice

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Administrators

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Researchers

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Workers

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Middle management

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Policy Makers, Special interest



# What's needed for stakeholder involvement?

- Collaboration
- Commitment
- Shared values
- Common vision
- Leadership competencies: listening, compassion, perspective taking, diversity and inclusion, vulnerability, power shifting
- Partnership
- Intergenerational Communication
- Advocacy skills



Policy Level



Administrative / Governance



Community / Program



Services / Individual



Evaluation / CQI

# Stakeholder Levels of Engagement

## Policy Level

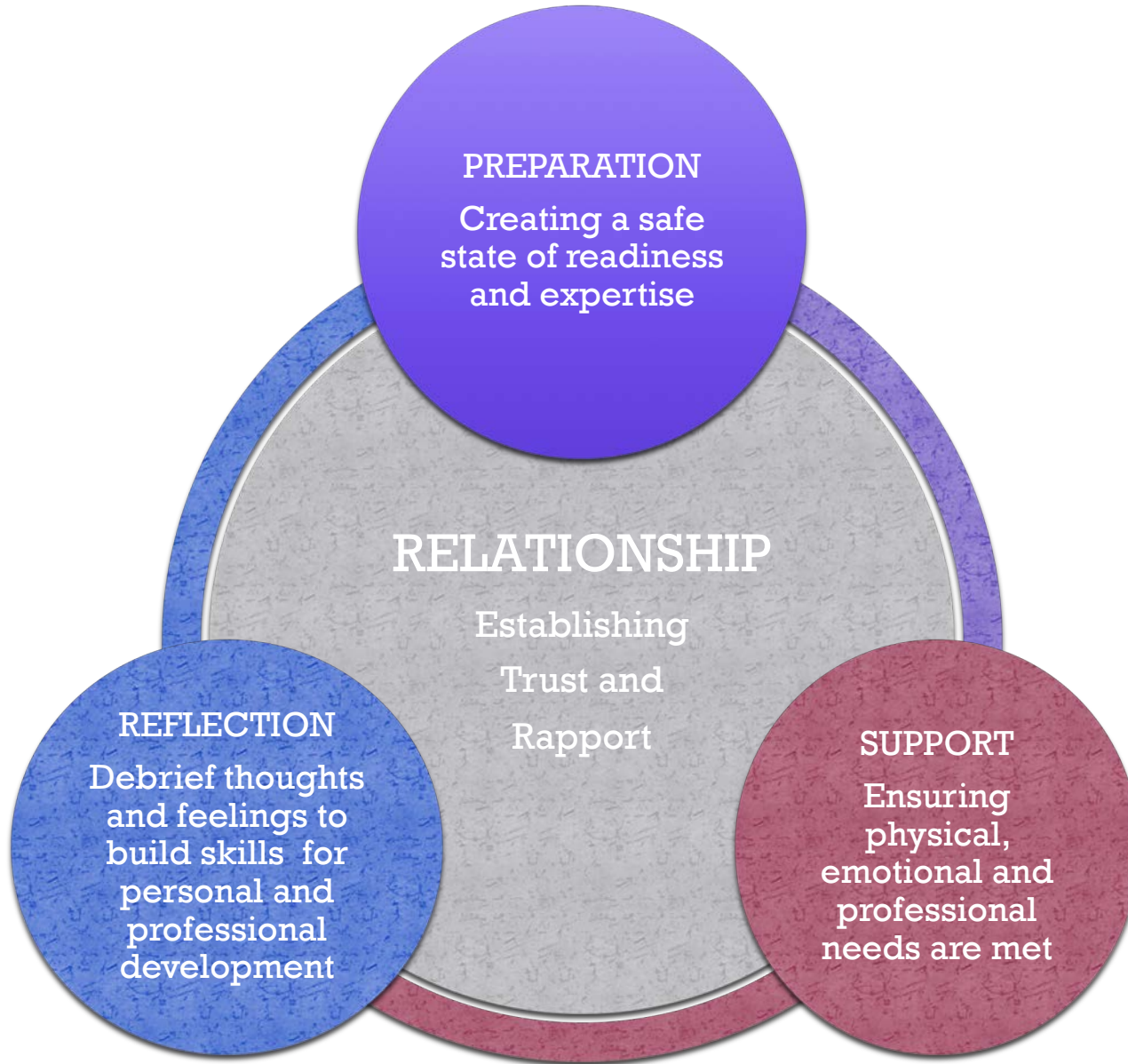
- Decisions reflect input of stakeholders
- Stakeholders on Policy Assessment and Development Teams
- Stakeholders engaged in policies and procedures which affect them
- Advocates, consultants, and sounding boards,
- Policy implementation advisors



## **Systems / Governance Level**

- Stakeholders as equal partners, co-chairs, on State Transition Teams, Governance Boards, and Advisory Boards
- Decisions reflect input of stakeholders
- Stakeholders on Policy Assessment and Development Teams
- Serve as Statewide Coordinators
- Involved with design and implementation of overall Evaluation and Social Marketing Plans
- Young people engaged in policies and procedures which affect them





Cady, D., Lulow, E., and Kendrick Burk, L. (2014). Trauma informed method of engagement model. Washington, D.C.: Georgetown University.

© Georgetown University



## Program / Community Level

- Hire young people as staff, and have young people on hiring committees
- Young people design and provide training on Youth Engagement, Culture, Intergenerational Collaboration, Youth Adult Partnerships, Trauma Informed Care
- Young people lead and drive advisory boards and youth groups for programs and services (e.g. Youth M.O.V.E. Chapters, etc.)
- Serve on local transition teams and committees



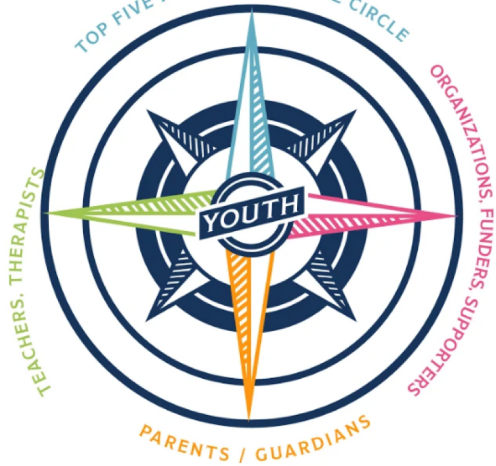
# — YOUTH ENGAGEMENT COMPASS —

THIS IS THE YOUTH ENGAGEMENT COMPASS. NOT THE MAP. THE MAP INCLUDES THINGS LIKE UTILIZING YOUTH VOICE AND ENGAGEMENT ON SOCIAL MEDIA.

## YOUTH SOCIAL CIRCLE

Will peers of young people respond positively to your outreach?

TOP FIVE FRIENDS IN SOCIAL CIRCLE



## STAKEHOLDERS

Is the outreach appropriate for your funders, supporters and other organizations?

## YOUTH KEEPERS

Will teachers, therapists, etc. see your efforts will lead to positive outcomes?

## PARENTS / GUARDIANS

Will parents be confident of the safety and effectiveness of your program?

**\*EACH SPECIFIED AUDIENCE WILL NEED TO ACCOUNT FOR ITS POLAR DIRECTION ON THE COMPASS**

# Youth Engagement Compass

## Individual / Services

- Young people design agenda for their team meetings
- Young people identify goals *they* want to achieve
- Young people as Outreach and Engagement Workers, Peer Supporters, Social Marketers, Transition Facilitators, Peer Navigators, Evaluators
- Dedicate a 'safe space' and provide for young people to decorate it
- Develop and run groups (e.g. life skills, support groups, social groups, etc.)







## Evaluation / CQI

- Involved in design of evaluation
- Young people as Data Collectors and Evaluators
- Oversight on CQI process
- Involved in data and reporting, receive reports



“Positive youth development is an **intentional**, pro-social<sup>10</sup> approach that **engages youth** within their communities, schools, organizations, peer groups, and families in a manner that is productive and constructive; **recognizes, utilizes, and enhances youths' strengths**; and **promotes positive outcomes** for young people by providing **opportunities**, fostering **positive relationships**, and furnishing the **support** needed to build on their **leadership strengths**.”

– *Interagency Working Group on Youth Programs*

**Positive Experiences +  
Positive Relationships +  
Positive Environments  
= Positive Youth Development**





**“To”**

**“For”**

**“With”**

### The Spectrum of Adult Attitudes Toward Young People

Young People Viewed as Objects	Young People Viewed as Recipients	Young People Viewed as Resources
<p><b>Style #1</b></p> <p>The adult is in control with no intention of youth involvement.</p> <p><b>The objective:</b> Personal growth of young people</p> <p><b>The byproduct:</b> Conformity of young people and acceptance of the program as it is.</p>	<p><b>Style #2</b></p> <p>The adult is in control and allows youth involvement.</p> <p><b>The objective:</b> Personal growth of young people</p> <p><b>The byproduct:</b> Increased organizational effectiveness.</p>	<p><b>Style #3</b></p> <p>There is a Youth/Adult Partnership (Shared Control).</p> <p><b>The objective:</b> Increased organizational effectiveness.</p> <p><b>The byproduct:</b> Personal growth of young people and adults.</p>



# Youth Engagement Road Map

- Youth Services Approach
- Youth Development
- Youth Leadership
- Civic Engagement
- Youth Organizing



Adapted from LISTEN Inc. *An Emerging Model for Working with Youth:*  
Community Organizing

INTERVENTION

DEVELOPMENT

COLLECTIVE EMPOWERMENT

SYSTEMIC CHANGE



**Youth Services Approach**

**Youth Development**

**Youth Leadership**

**Civic Engagement**

**Youth Organizing**

*\*Includes Youth Youth Development Plus:*

*\*Includes Youth Leadership Plus:*

*\*Includes Civic Engagement plus:*

- Defines young people as clients
- Provides services to address individual problems
- Programming defined around treatment and prevention

- Provides **services AND support, caring adults and safe spaces**
- **Opportunities** for growth and development
- **Meets young people where they are**
- Builds on **competencies and strengths**
- Positive Self-Identity
- **Youth Adult Partnerships**

- **Authentic youth leadership opportunities**
- Deepens **historical and cultural understanding** of experiences and community issues
- Builds **decision making and problem solving skills**
- Youth participate in community projects

- Engages young people in political education, **advocacy, awareness,** and negotiation
- Capacity for **power, analysis, and action** around **issues young people identify**
- Help young people build **collective identify as social change agents\***

- Builds a **membership base**
- Involves youth as part of **core staff and governing body\***
- **Engages in direct action** and mobilizing
- Engages in alliances, coalitions, and **community building**

# Youth Guided – Systems of Care

***Youth Guided*** means that young people have the right to be ***empowered, educated***, and given a **decision making role** in the care of **THEIR OWN LIVES** as well as **the policies and procedures governing care for ALL YOUTH** in the community, state and nation.

This includes giving young people a ***sustainable voice***, being **LISTENED** to, and the focus should be towards creating a **safe** environment enabling a young person to gain self ***sustainability*** in accordance to the **cultures** and beliefs they abide by. Further, through the eyes of a youth guided approach we are aware that there is a continuum of **power** that should be given to the young people based on their understanding and maturity in this ***strength*** based ***change process***. Youth guided also means that this process should be ***FUN*** and ***worthwhile***.



- 1) List activities where you have youth involvement
- 2) Decide if youth are engaged as objects, recipients or resources (See previous slide for description)
- 3) Strategize how to engage youth as partners in that activity to move it further down the continuum

## Continuum

Scenario	'To'	'For'	'With'	~ Strategy
Youth Advisory Board			*	Youth Advisory Board Training and continued Youth/Adult Partnership
Drop-in Social Group		*		Hold focus group to get conversation started around youth ideas for leading
Youth Coordinator	*			Provide opportunity for them to develop program goals and review together



**Don't know how? Ask your young people!!**



## **Increasing Innovation in Youth Voice/Participation in Your Organization**

- What are your biggest challenges in engaging youth in your organization?
- What are your biggest challenges in partnering with youth in your organization?
- What are your biggest strengths in honoring youth engagement?
- What will you take to implement in your organization?



# Strategies for effective engagement

- Develop contracts in partnership with youth that youth and adults sign
- Ensure youth has access to peer supports
- Youth friendly case planning models – (NRCYD, 2010)
- Offer opportunities for young people to develop social programs and leadership plans
- Include youth voice at all levels of organization, including policy development and implementation
- Believe in young people – it goes a long way

# Strategies for effective engagement

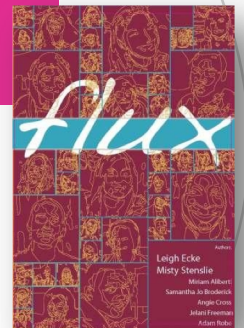
- Be aware of youth schedules
- Provide transportation
- Provide food
- Welcome humor
- Give youth opportunities to facilitate
- Provide a safe, welcoming, and respectful space
- Problem solve instead of shutting down
- Be transparent
- Be vulnerable

# Strategies for effective engagement

- Approach youth in a culturally appropriate manner
- Understand trauma and its impact
- Help them debrief and access positive coping mechanisms
- Youth Culture
- Youth Adult Partnerships
- Youth Leadership Development

***“Change happens. And it happens to everyone...Transition, on the other hand, is the process that happens inside your head, heart, and gut as you adjust and become familiar with change.”***

**– FLUX, Foster Care Alumni of America**



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