

Motivating Others through Voices of Experience



YOUTH MOVE NATIONAL™



A Framework for Meaningful Youth Engagement

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Who We Are:

- **Youth MOVE National** is a youth-driven, chapter-membership organization dedicated to improving services and systems that serve youth, such as mental health, juvenile justice, education, and child welfare.
- **MOVE** stands for **M**otivating **O**thers through **V**oices of **E**xperience. Members share their voices of experience through advocacy and leadership activities to change the very systems they have lived through.
- There are more than 65 chapters nationwide.

Overview

- The value of youth-driven care
- The value of young adult participation in advising and decision-making at the organizational level
- The need for a assessing best practices for youth engagement
- Overview of the contents of the Youth and Young Adult Voice at the Agency Level (Y-VAL)
- Overview of the contents of the Youth and Young Adult Voice on Committees and Councils (Y-VOC)
- The process for implementation of Y-VAL and Y-VOC assessment and TA

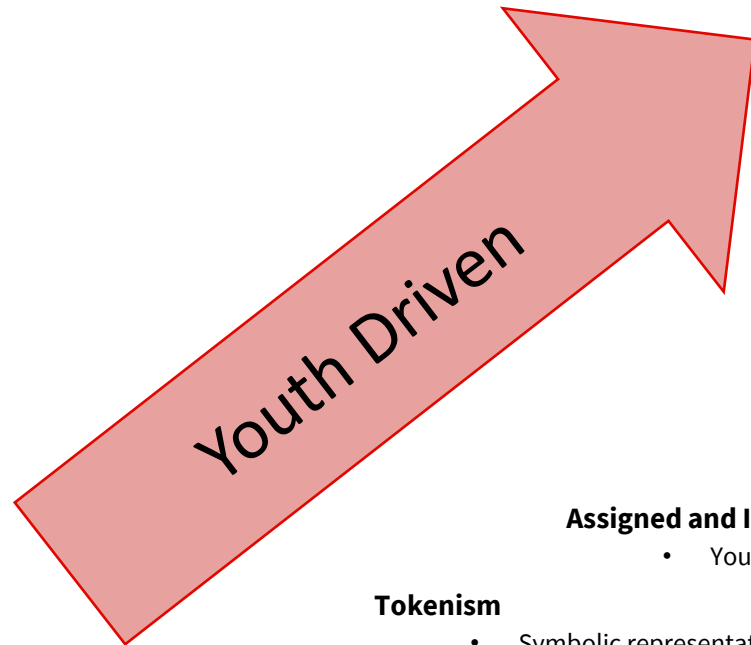
Youth Voice

- Research shows patients and their families who actively engage for with their health care teams have better outcomes, often choose less expensive options when participating in shared decision- making, and express greater satisfaction with their health care experience. Center for Advancing Health Report: *Here to Stay- What Health Care Leaders About Engagement:*
 - *Engagement is active*
 - *The health care system doesn't make engagement easy*
 - *Everyone benefits from engagement*
 - *Engagement is demanding and many are unprepared*
 - *Partnerships are required*
-
- (Stewart, M., et al. Impact of Patient- Centered Care on Outcomes, Journal of family Medicine, 2000.Sep;49(9):796-804)

Youth Driven Care

Youth Driven 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** and then **listening to that voice**. Youth guided organizations create safe environments that enable young people to gain self **sustainability** in accordance with the cultures and beliefs with which they identify. Further, a youth guided approach recognizes that there is a continuum of **power** that should be shared with young people based on their understanding and maturity in a **strength based change process**. Youth-guided organizations recognize that this process should be **fun** and **worthwhile**.

Ladder of Youth Involvement



Youth Initiated and Directed

- Designed and run by youth
- Decisions made by youth

Youth Initiated, Shared Decisions with Adults

- Designed and run by youth;
- Youth share decisions with adults

Youth and Adult Initiated and Directed

- Designed and run by youth and adults in full partnership

Adult Initiated, Shared Decisions with Youth

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

Consulted and Informed

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

Assigned and Informed

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

Tokenism

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

Decoration

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

Manipulation

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



Benefits of Authentic Youth Engagement



<http://www.cssp.org/community/constituents-co-invested-in-change/other-resources/engaging-youth-in-community-decision-making.pdf>

<http://youth.gov/youth-topics/effectiveness-positive-youth-development-programs>

http://thirdsectorimpact.eu/site/assets/uploads/page/documents-for-researchers/TSI_impact-report_sports-leaders-literature-review-dec-2014.pdf

Inform	Consult	Involve	Collaborate	Empower
Websites	Focus Groups	Co-Lead Workshops	Advisory Groups	Strategy Groups
Information Repositories & Kiosks	Surveys	Present at Conferences	Networking & Peer Support	Steering Committees
Media Releases	Face-to-face Interviews	Serve as Expert Panelist	Support Groups	Decision-making
Feature Stories	Public Meetings & Forums	Facilitate Groups	Family Advisory Councils	Hired in Staff Roles or Peer Roles
Fairs & Events	Suggestion Boxes	Development, Review and Dissemination of Materials/Products	Youth Advisory Councils	Leaders in Youth Movement & Family Movement
Open Houses	Interviews		Liaison to Provider and Policy Groups	
Fact Sheets, Brochures, and Leaflets	Patient Experience Trackers			

Safety, Transparency & Trust, Empowerment, Choice, Collaboration, Mutuality, Culturally Responsive, Peer Support

What is the Y-VAL?

- Provides a framework of key indicators of meaningful and successful Y/YA voice in program design at the agency level.
- Assessing allows for a collective and reflective process to better understanding where the agency with Y/YA Voice
 - Promotes a shared vision for success
 - Identifies strengths and needs
 - Supports with moving towards sustainable engagement
- Help young people advocate for meaningful participation and support
- Aids in assessing impact of technical assistance

What is the Y-VOC?

- Provides a framework of key indicators of meaningful and successful Y/YA voice in committees and councils.
- Assessing allows for a collective and reflective process to better understanding where the agency with Y/YA Voice
 - Promotes a shared vision for success
 - Identifies strengths and needs
 - Supports with moving towards sustainable engagement
- Help young people advocate for meaningful participation and support
- Aids in assessing impact of technical assistance

Developing the Y-VAL and Y-VOC

- Partnership with Portland State University
- Review of existing assessment tools that looked at youth voice in organizational programming
- Input, review and edits from Youth MOVE National's Youth Best Practice Committee
- National validation study (complete for Y-VAL; in progress for Y-VOC)

Y-VAL Themes

Overall Vision and
Commitment

Collaborative
Approach

Empowered
Representatives

Commitment to
Facilitation and
Support

Workforce
Development

Participation in
Developing
Programs &
Policies

Participation in
Evaluation

Leading Initiatives
and Projects

Y-VOC Themes

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Responses

1	2	3	4	5	N/A	
LEAST DEVELOPED none of the aspects in place/not true for our agency		MIDWAY		FULLY DEVELOPED all aspects consistently in place/completely true for our agency		Does not apply, or I do not know about this

Theme 1: Overall vision and commitment

- **Formal Policy**

- The agency has a formal policy that describes why and how it involves young people in advising and decision making.
- This policy
 - describes the types of decision making and advising that Y/YA will participate in
 - describes the levels in which the Y/YA will have decision-making power they will have (for example, if Y/YA will have equal say in what it decided).
- Young people collaborated in developing this policy and it is periodically updated to reflect new circumstances.
- The policy is written in language that young people find easy to understand.

Theme 2: Collaborative approach

- **Youth- and young adult friendly meetings**
- The agency has worked with young people to establish good meeting practices that encourage young people to engage in meeting activities.
- Good meeting practices include providing meeting materials in advance, keeping meetings short and efficient, beginning with ice-breakers or sharing time, explaining acronyms and jargon, and providing food and taking regular breaks.
- Meetings are scheduled at times and locations that Y/YA can attend.

Theme 3: Empowered representatives

- **Appropriate Representation**

- The young people who are a part of the agency's decision making have received or are receiving services, or they have similar lived experience to the young people that the agency serves.

Theme 4: Commitment to facilitation and support of Y/YA participation

- **Dedicated Staff Time**

- The agency employs someone to help support Y/YA to participate in advising and decision making.
- This person is either a Y/YA with lived experience or someone with relevant expertise that is selected by Y/YA.
- If the agency does not have a staff member who does this, then the agency contracts with a Y/YA-run organization to support Y/YA participation.
- Y/YA have significant input in selecting the person for this role and may prioritize demonstrated skills in supporting Y/YA participation over lived experience.

Theme 5: Workforce development

- **Staff Training**

- Staff orientation and training clearly communicate the agency's respect for young people's perspectives and commitment to empowering Y/YA participation in decision making.
- Staff orientation and training describe the agency's policies around facilitating and supporting Y/YA voice.
- Y/YA are involved in developing and delivering this aspect of the staff orientation and training.
- All staff are provided professional development focused on support for Y/YA voice, collaboration with young people, Y/YA empowerment, and positive Y/YA development approaches.

Theme 6: Participation in developing programming/program policies

- **Respect of youth and young adult culture**
- Young people have significant input in efforts to ensure that agency climate, environment and policies reflect Y/YA culture and preferences.
- These efforts may include Y/YA involvement in:
 - social media and communications policy and management,
 - aspects of the physical environment (Y/YA-friendly décor, etc.),
 - policies around Y/YA privacy and confidentiality, and
- Developing opportunities for Y/YA community engagement and informal peer support.

Theme 7: Participation in evaluation

- **Feedback on services**

- The agency regularly gathers confidential feedback from young people receiving services to ensure that programming is meeting their needs.
- Young people do not experience negative consequences as a result of giving honest feedback.

Theme 8: Leading initiatives and projects

- **Control of funds**

- Y/YA leaders control or co-control funds they raise or co-raise.
- There is transparency about how these funds are distributed and used (e.g., Y/YA understand that the costs of hosting a fundraising event may be deducted from the amount of funds raised).

Implementing the Y-VAL in your agency

- At least 15 people will need to take the survey (youth/young adult **and** adult participants)
- A point person at the agency will be sent a survey link, and asked to share the link with relevant people in the agency
- YMN will help sending reminders, track participation, etc.
- YMN will generate an agency-specific report including:
 - Y-VAL scores
 - Areas of growth
 - Resources and Technical Assistance in those areas
- *Interested in learning more about the tool? Contact YMN info@youthmovenational.org*

Questions





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