

Developing Youth Leaders in SRAE Programming

Day 1: March 5, 2024

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BeTheChange™



**One of the times I
leaned into
leadership growing
up was when I...**



Session Objectives

Learn a foundation of positive youth development and youth leadership frameworks

Identify key characteristics of successful youth leadership programs

Develop strategies for identifying and incorporating youth development opportunities in and into existing programming

Discuss implications for program development

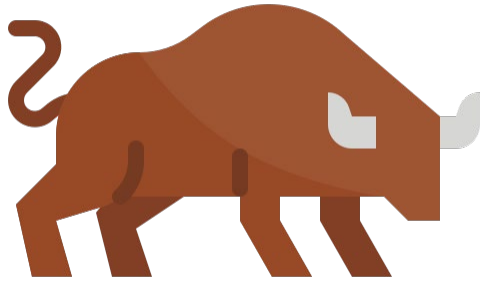
Find Your Shoe Twin...



When it comes to facilitating, are you a **map** or a **compass**?



Find your Outfit Twin...



When it comes to feedback are you a **bull** or an **ostrich**?



Find someone who is on the other side of the room from you...



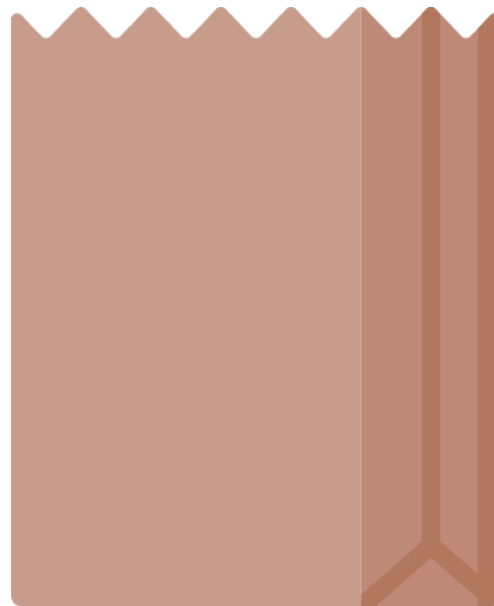
When it comes to conflict are you more **peace** or **justice**?



Brown Bag

Objective

- Work with your community to complete all the tasks on your Project Sheet.
- Use only the materials in your brown bags.



Brown Bag Debrief

What came up for you in this activity?

How soon did you realize that each table had a different set of materials?

What does this have to do with social justice?

What do you think your students realize about equity, fairness, and justice in their own lives and the world?

How can we use their interest in fairness to develop intrinsic motivation for learning?

ACTIVITY 5

The Brown Bag

"It matters little if you have the right to sit at the front of the bus if you can't afford the bus fare; it matters little if you have the right to sit at the lunch counter if you can't afford the lunch. So long as Americans are denied the decent wages, and good benefits, and fair treatment they deserve, the dream for which so many gave so much will remain out of reach; that to live up to our founding promise of equality for all, we have to make sure that opportunity is open to all Americans." — PRESIDENT BARACK OBAMA

HOOK

If you think a rule or a situation is unfair, does it give you the right to disregard the rule? Can you think of some examples?

LESSON INTRO

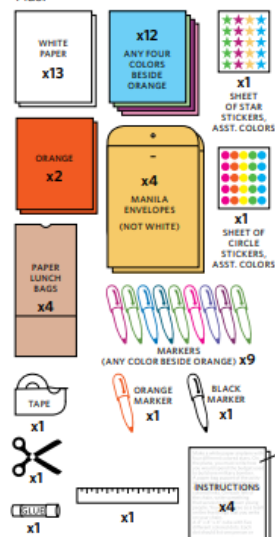
This activity is a way for youth to learn how and why an unequal distribution of resources can affect people's actions, communities and activist efforts.

OBJECTIVE

- To learn the importance of the most effective, resource-efficient, and fair use of resources
- To learn how to work as a team towards a shared goal
- To explore the values of equality, equity, and justice.

MATERIALS

- Prizes for each of the winning team's members
- Butcher paper
- Plus:

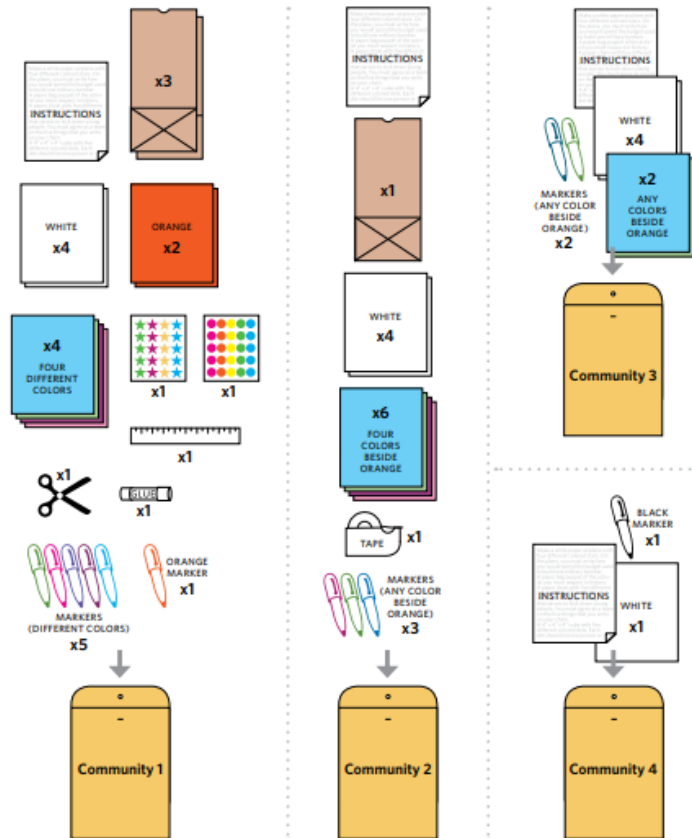


INSTRUCTIONS

- Make a white paper airplane with four different colored stars. On the plane, write how you would spend the budget used to build one military bomber.
- A paper bag puppet of the activist you most respect in history.
- A paper chain with five different colored links. On each link of the chain, write something that serves to lock down young people. You must agree as a team on the five things that you write on your chain.
- A 4 x 4 x 4 inch cube with five different colored dots. Each dot should list one person or organization whom you currently feel is gambling with the Earth's future.
- An orange rectangle—3 x 5 inch with a white "T" on it.

PREP

The facilitator should **make four packets** out of the materials (except for prizes) as follows.



Break!
Return at
hh:mm



Connecting Theory to Youth Behaviors

Key

- Community
- Engagement
- Skill Building
- Youth Participation
- Safety



Individual

Youth learn conflict de-escalation strategies to use when being bullied or harassed.



School or Community

Youth create an anti-bullying campaign on campus with posters, a guest-speaker series, and workshops on being an ally.



Greater Society

Youth organize a multi-school community march and start a letter-writing campaign to state legislators, citing youth suicide as a frequent result of LGBTQ bullying.

Social Justice Analysis & Leadership

Social Justice Analysis & Ethics

- To understand the short and long-term impact of one's choices
- To be conscious of how we use resources that impact the environment
- To understand how social structures keep certain people in power at the expense of others
- To be allies to others
- To lead with a conscious awareness of power and privilege

Leadership Skills

- To learn presentation and communication skills
- To identify goals and the action steps needed to get there
- To execute tasks
- To reflect and think critically
- To dialogue
- To conduct research and analyze data



**Think about a peak learning
experience from your
childhood or youth**

Youth Leadership Spectrum

Adult Led

Adults establish program routines and teach discrete skills.

Adult Led with Youth Input

Adults identify a few youth to take over some roles.

Youth-Adult Partnership

Youth engage in brainstorming, dialogue and discussion to identify problems or address projects.

Youth Driven

Youth work in autonomous groups to make decisions, take action, and complete tasks. Adult provide support as needed.

Youth Led

Youth decide when to pause, reflect, problem solve and course correct.

Source: Dr. Barry Checkoway, UM School of Social Work



Which aspect of the spectrum best describes your current youth-leadership program or youth leadership within your program?

Youth Leadership Spectrum Debrief

What is working in your current youth and adult partnerships?

What are some of the challenges in your current balance of relationships?

How are the challenges different for different age groups?

Lunch!
Return at
1:30 pm



“The tipping point is that magic moment when an idea, trend, or social behavior crosses a threshold, tips, and spreads like wildfire.”

— Malcolm Gladwell

Share Your Learnings

How do we know which ideas' time has come?

Who says?

Who convinces us?

How do they do it?

Create a table on your chart paper that matches the following:

Idea:

Who Benefits	How
Who Pays the Price	How

Example Idea: The convenience of fast food makes our lives better

Who Benefits	How
<ul style="list-style-type: none">● Families working hard who don't have time to cook● Many people (and especially kids) like the food● Children's meals come with toys● Restaurant chains can make lots of money	<ul style="list-style-type: none">● Low-cost meals are easily available with low wait-times● Children are excited to eat the food● There's a high demand for low-cost, mass-produced food
Who Pays the Price	How
<ul style="list-style-type: none">● Families are paying more for eating out than if they cooked at home● People who eat too much fast food are at higher risk for health complications● People who work at fast-food places are overworked and underpaid.	<ul style="list-style-type: none">● Even though fast food is relatively low cost compared to other restaurants, cooking similar food at home would be less expensive● Low-quality foods are high in salt, fat, and sugar● Fast food companies pay low wages to their employees

Big Ideas

AI is a useful time saver.

Limiting cell phone usage for those 14 and older supports social development.

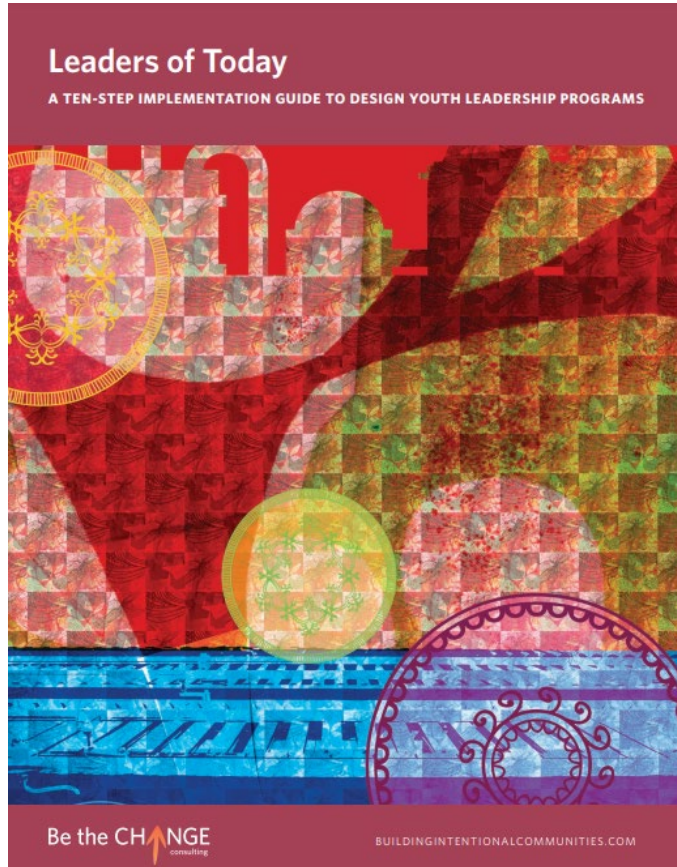
Education should be "gamified" to keep students motivated and interested.

Young people learn best from people with their shared identities.

Allowing young people to vote makes for a better democracy.

All schools should require a uniform to mitigate bullying.

Theory & Design Principles



Implementation Activities



Imagine your youth responding to this prompt:

“What is a problem we would like to address in our school, neighborhood, community, or the world?”

What do you think they would say?

Blue Skies Thinking

What is one problem that we are experiencing in this group that we would like to change

Write one idea per piece of paper.



Blue Skies Thinking

Cluster similar ideas on your table.

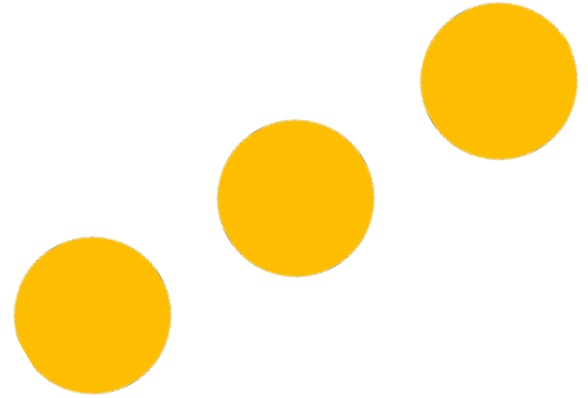
Use a Post-It to Make a Label for Each Cluster.



Sticker Dot Voting

Instructions

- Vote for your favorite ideas using your sticker dots.
- You can use all 3 stickers on one idea or spread them out.



Break!
Return at
hh:mm



A root cause is an underlying issue that creates the problem.

Think about the problem we identified in our Sticker Dot Voting process.

**On index cards,
brainstorm possible
root causes of the
problem.**

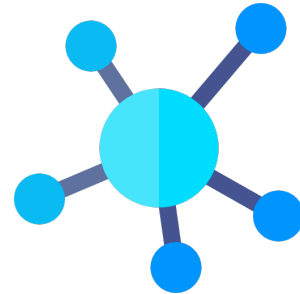
A diagram of an index card with a red top line and blue horizontal lines for writing.

Cluster and Connect



Cluster similar ideas together.

Use the spaghetti sticks to connect the root causes to the central issue.



Thank you!

**What are you taking
from today?**

Recap of the Day

Developing Youth Leaders in SRAE Programming

Day 2: March 6, 2024
Sangita Kumar
Kelsey Rogoff

BeTheChange™



At your tables, take turns grabbing the first item you touch in the bag.

Respond to this question:

**How does this object
reflect you, In your
essence, ?**



At your tables, take turns grabbing the first item you touch in the bag.

Respond to this question:

How could this object inspire a solution to the problem you identified yesterday?



Constraints for Success

All too often, youth are asked to lead a project but are not made aware of the practical constraints they must operate within. This activity helps ensure all participants have the critical information needed to make informed decisions about their final project design.



Brainstorm project criteria for each critical question on your handout.

How much time can be spent?

What funds are available?

Location

What materials are available?

Participation

Core values to reinforce

Audience we hope to reach

A successful outcome is...

Constraints for Success

Critical Questions

Project Criteria

How much time can be spent?

6 WEEKS, 3 TIMES PER WEEK FOR 60 MINS..

What funds are available?

\$800 PLUS \$25/WEEK FOR SNACKS

Location

YMCA CLUBHOUSE

PROJECT CRITERIA

6 WEEKS, 3 TIMES PER
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FOR SNACKS

YMCA
CLUBHOUSE

POSSIBLE
TACTICS

Brainstorm Tactics You Could Take to Address One of the Easiest/Simplest of the Root Causes of the Problem You Identified.

CREATE A
WORKSHOP

PETITION
LEADERSHIP

HOLD AN
ASSEMBLY

PROJECT CRITERIA

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ASSEMBLY

Designing Tactics

Instructions

- Write your group's project criteria in the first column
- Brainstorm tactics! Write one tactic per post-it.

Assessing Tactics



- Place 1 tactic at the starting line.
- Answer yes or no for whether the tactic meets each criteria.
- If yes, move the tactic forward.
- If no, the tactic stays on that line.
- Repeat!

Project Planning Arrow

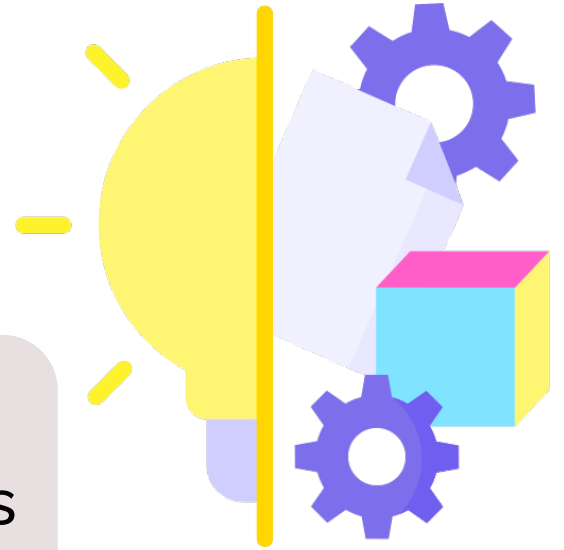
Project
Name

Criteria

Desired
Impact

Activities

Challenges



Project Planning Arrow

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PROJECT NAME:

RESOURCES:

ACTIVITIES

TASK:	MATERIALS:	WHO:	DUE:

DESIRED IMPACT

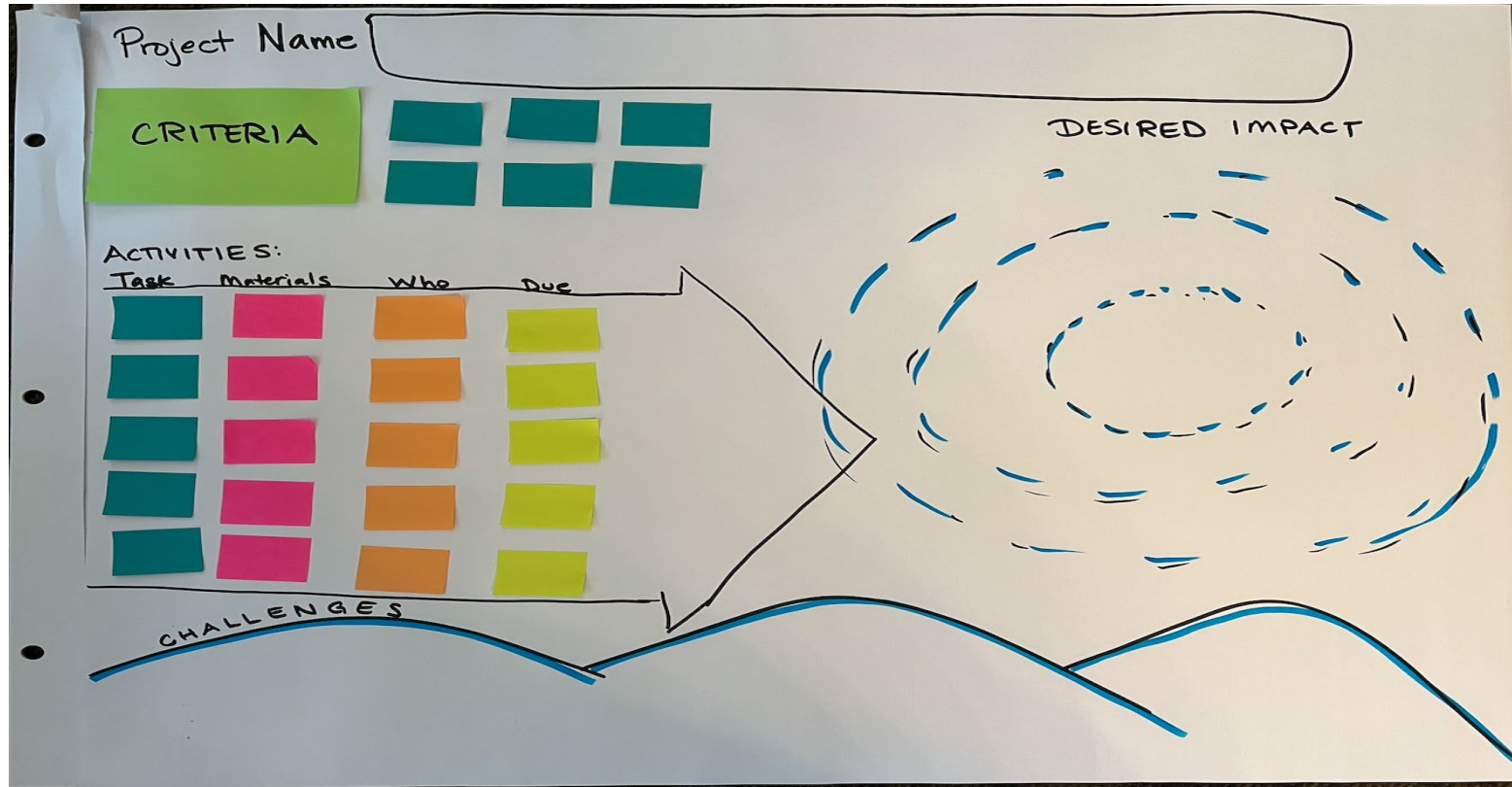
CHALLENGES

Project-Planning Arrow

7

A project planning form shaped like an arrow. The arrow's shaft is a table with four columns: TASK, MATERIALS, WHO, and DUE. The arrow's head is a target symbol with three concentric circles. The form includes fields for PROJECT NAME, RESOURCES, and CHALLENGES. The BeTheChange logo is on the left and right sides, and the number 7 is at the bottom left.

Project Planning Arrow



Wrap Up

Recap



Build Community!

- Shoe Twins
- Forced Choice Questions
- 1-2-3
- What's in the Bag

Develop a Social Justice Analysis

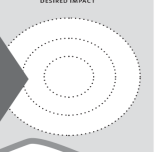
- Brown Bag
- Who Pays the Price

Teach Tools for Brainstorming & Decision Making

- Blue Skies
- Clustergrams
- Sticker Dot Voting

Recap

PROJECT CRITERIA			

ACTIVITIES				DESIRED IMPACT
TASK	MATERIALS	WHO	DUE	
				

Project-Planning Arrow



Set Youth Up to Lead

- Clarify Constraints
- Give them Criteria


Develop a Project Plan

- Vet Tactics against Criteria
- Project Planning Arrow

Reflect ALL along the Way

- Debrief Questions
- Head, Heart Feet

Head, Heart, Feet



What insights did you have?

What will you do next as a result of this session?

Want More?

Hire us to train your staff, design an initiative, or integrate some of these activities into your existing curriculum!

Purchase Curriculum for bite-sized experiential activities that your youth can lead!

Join our Communities of Practice - a free virtual practice space for anyone who purchases curriculum.

Thank you - follow us for more!

Website: bethechangeconsulting.com

IG: [@bethechangeconsulting](https://www.instagram.com/bethechangeconsulting)

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