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Zoom Meeting



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Youth Collaboration 102

Presented by: True Colors United
Dana White & Kahlib Barton



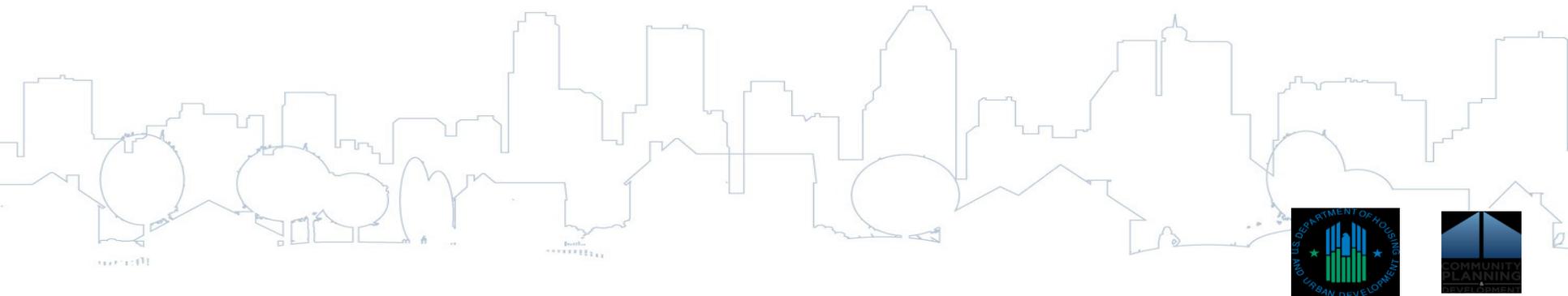
YC 102 Outline

Lesson 1: Funding for YAB

Lesson 2: Recruitment & Retention

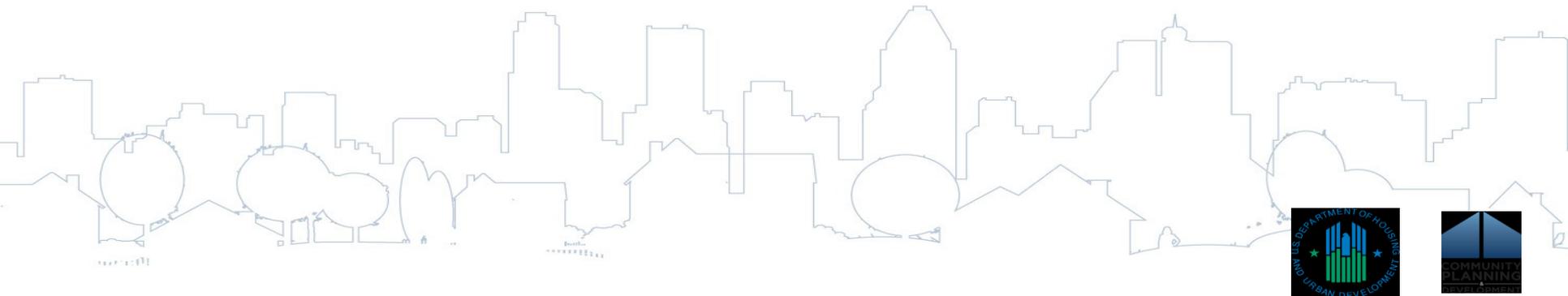
Lesson 3: Undoing Adulthood

Lesson 4: Sustaining an Equitable System



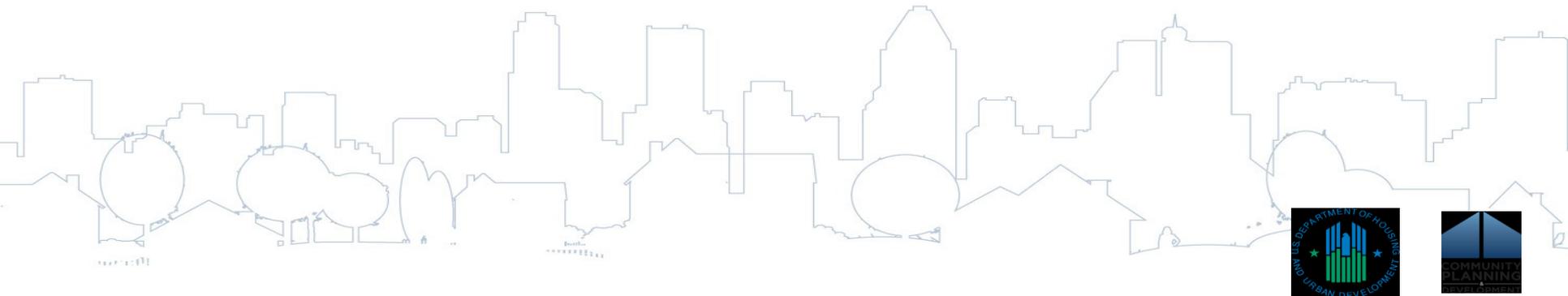
Funding for YAB

Lesson 1



Objectives

- Participants will understand how to collaborate with youth and young adults in securing grants.
- Participants will understand how to identify and respond funding needs of Youth Action Boards
- Participants will understand the importance of planning for and administering Youth Action Board compensation.



Grant Writing

- The planning process is a critical point in authentic youth collaboration.
- Having young people involved at every point of planning and decision making processes is essential.
- In order to do that, young people need to be intricately involved in:
 - Grant Writing Process
 - Recruitment of other youth / young adults (YYA)
 - Development of the Deliverables
- It is vital that YYA are compensated for the time they contribute, including their contribution to the grant writing process.

It is strongly recommended that you provide grant writing skills building or learning opportunities for YYA so that they are able to meaningfully participate in the grant writing process.



The right time to involve youth.

- Immediately
- Before there is “pen to paper”
- The only pre-work that should be done is recruiting youth and young adults (YYA) who should be paid to be involved in the grant-writing process. Be sure to have at least two YYA who could also serve as your first two YAB members. Having at least two YAB members initially creates balance, helps ensure these YAB members are not becoming overwhelmed or feeling isolated

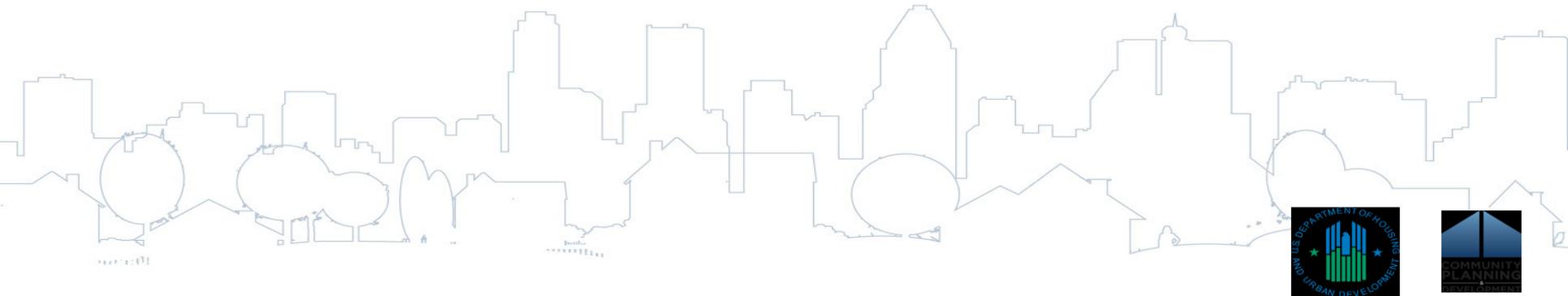


Writing Pay into Grants

Consider your state's livable wage and allow the YYA involved in the grant writing to determine if that makes sense.

Be mindful of other social injustices in your community that could impact your defining a livable wage (i.e. red lining, low income inequality, and/or limited access).

***Economic Justice** is the idea that the economy will be more successful if it is fairer.*



Things to Consider

Potentially need funding for:

- Meeting Materials/Supplies
- Food
- Technology
- Meeting Space
- Transportation

Please be mindful that pizza is not payment. You may need to identify other/private funding to cover these line items, if not secured through your proposal.



Private Funders

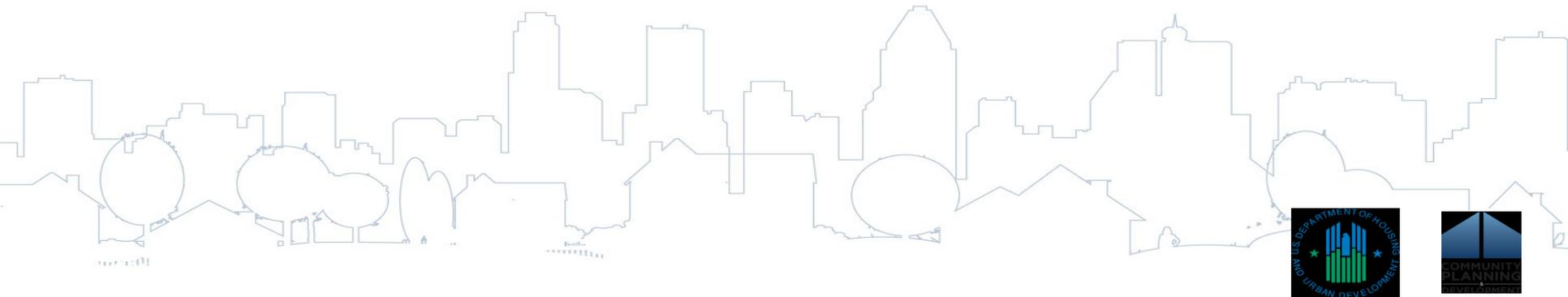
- When surveying potential YAB members in your community, you may identify unique needs that cannot be funded through government grants (technology or child care).
- These needs may constitute a necessity to secure private funding.
- Private funding is often less restrictive but solely relying on this may challenge YAB sustainability.



Identifying Private Funding

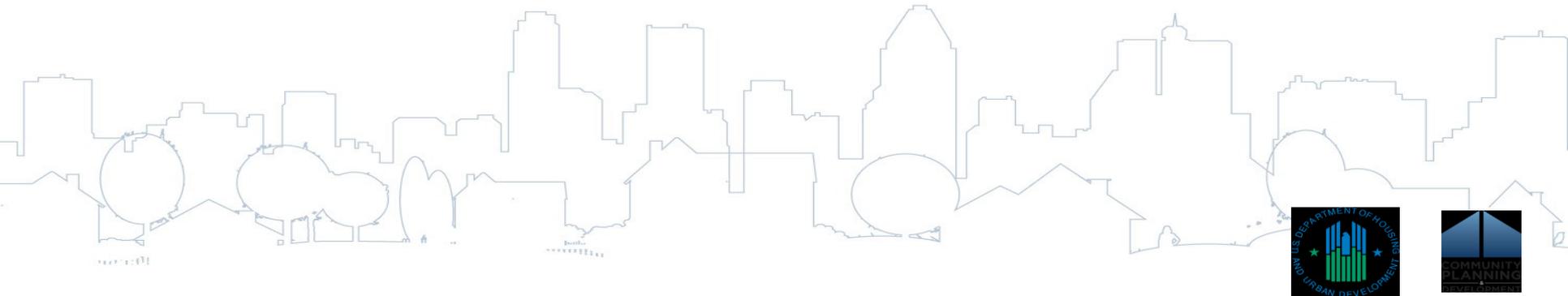
- Start local
- Coach YAB members on how to lead the conversations
- Create as many opportunities as possible for people to donate

Remember that not all funding is good funding (government or private). As majority stakeholders, the YYA (YAB members) should decide whether or not the funding makes sense for them



Challenges with Private Funding

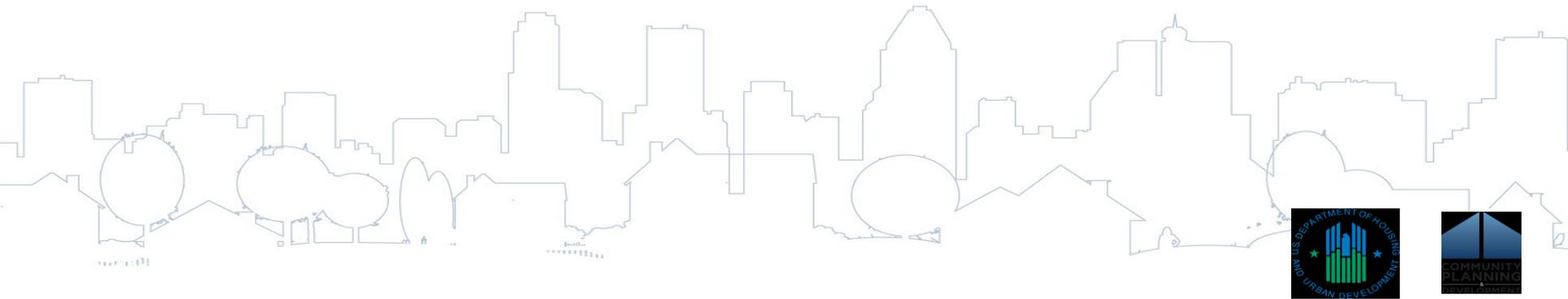
- What we refer to as “showy engagement,” also known as tokenism.
- When inviting funders to the table with young people there should be a focus on developing a reciprocal relationship.
- Work with young people to share their vision for the future, instead of focusing on their past traumatic experiences.



Paying YAB Members

Work with YAB members, on a case by case basis, to determine which is the best method of payment (e.g. check, direct deposit, prepaid cards, cash, etc.)

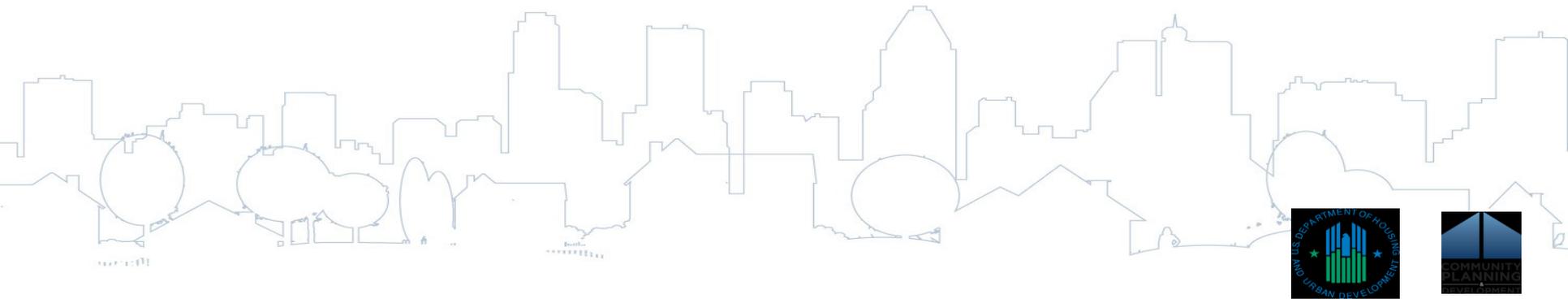
Transportation, food, other in-kind services are not applicable methods of payment for time/services.



Transparency

YAB members should be able to access spreadsheets of the budget for each fiscal year that the YAB is being funded, including an itemized list.

Transparency is essential through every level of authentic youth collaboration. It is especially crucial that you share protocol for late payments, changes in pay, budget information, and missed meeting consequences well ahead of time.

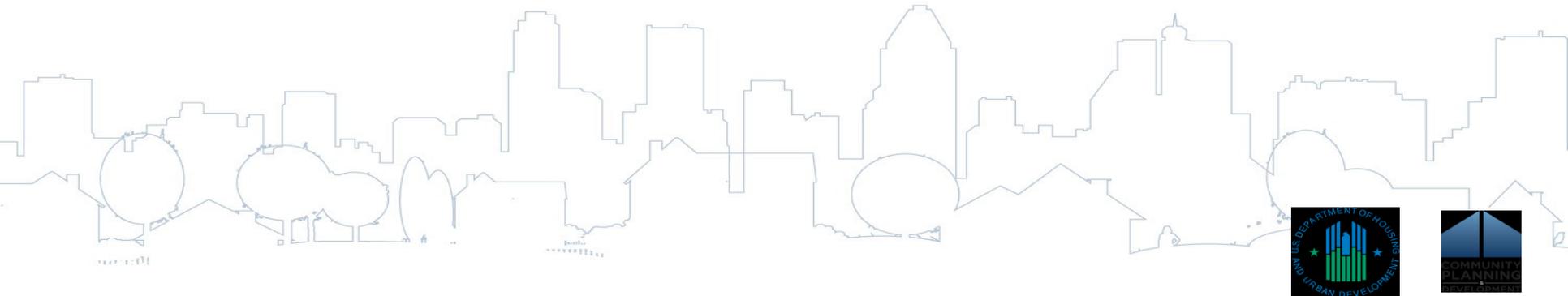


Livable Wage

YAB members should be getting paid reasonably/receive liveable wages depending on the communities liveable wages.

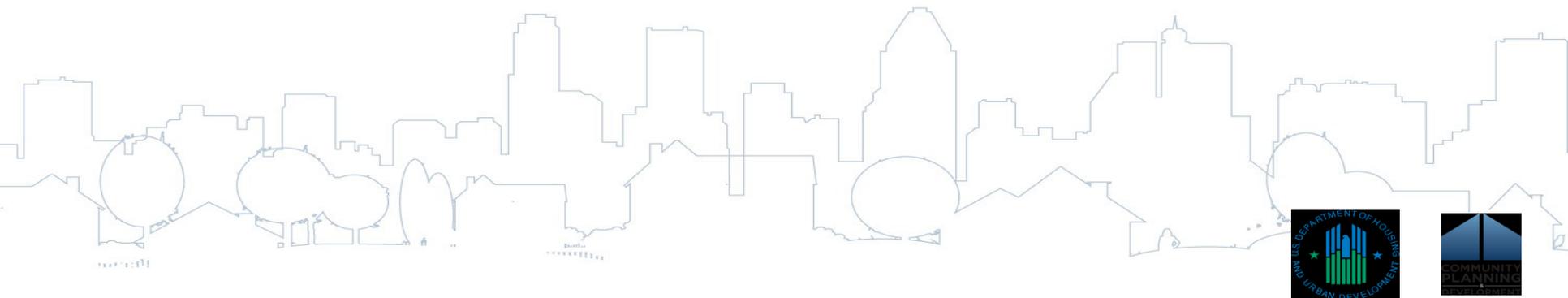
Example: If min. wage in Cali is \$13/Hr, members should not get paid any less than that.

Your Continuum of Care Board should be proactively working to address any barriers to disbursement.



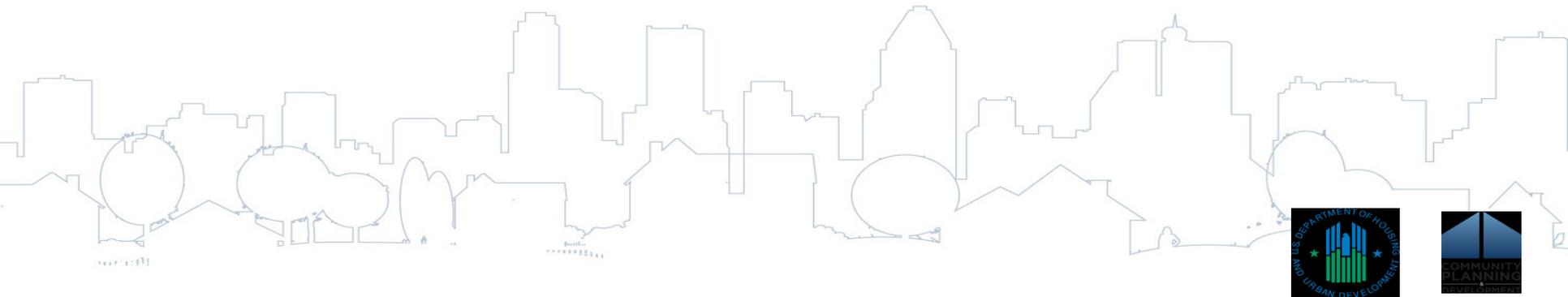
Recruitment & Retention

Lesson 2



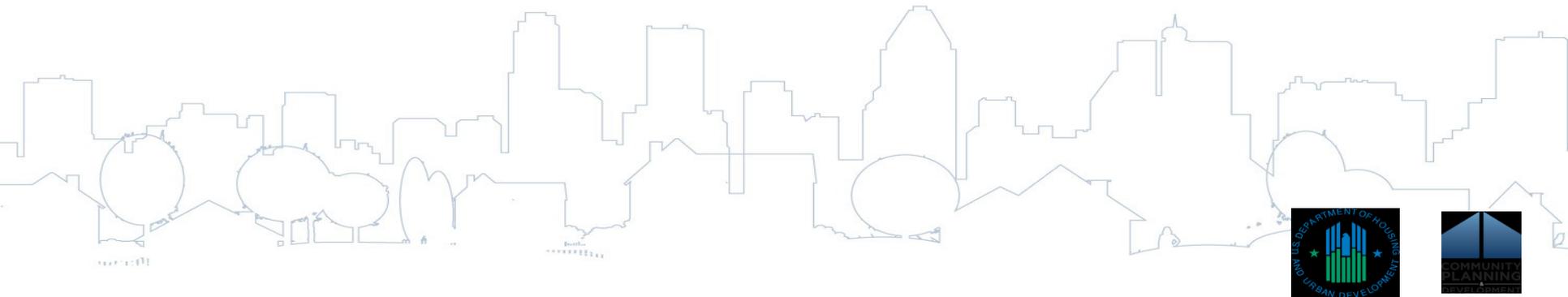
Objectives

- Participants will understand the basics of YAB recruitment and retention.
- Participants will understand the importance of promoting equity and inclusion in the YAB, to reflect communities disproportionately affected by homelessness.
- Participants will understand how to promote peer to peer connections for YAB sustainability.



Recruitment and Retention Basics

- A crucial component of successful YAB recruitment and retention is securing funding for reliable compensation and the following necessities for the YAB to function:
- Transportation assistance, to mitigate in- person attendance issues
- Technology support (wifi devices, cell phone service)
- Food during meetings
- Supplies for meetings
- Childcare for parenting YAB members



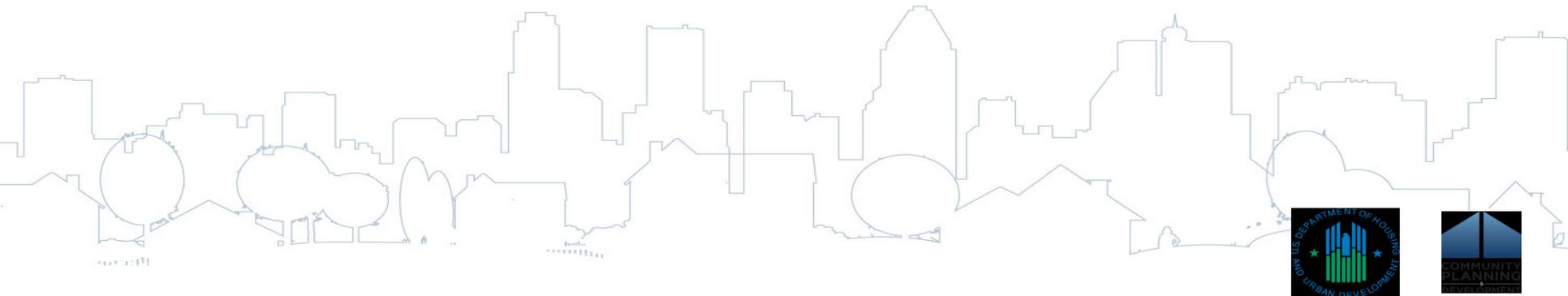
Recruitment and Retention Basics (cont'd)

- Some key considerations for YAB retention are:
- Ensuring that YYA are involved in the early formation of the YAB, including the recruitment process.
- If you've had a YAB in the past, consider any past challenges retaining members.
- Supporting YAB members with technology and/or internet access.
 - Since the onset of COVID-19, it's best to anticipate your YAB will work remotely at least sometimes.
- Ensuring that you are communicating with the YAB in ways that make sense and are accessible for all members (e.g. group chats, Zoom, private social media groups, or text). Be mindful to utilize accessibility aids like live captioning for virtual meeting.



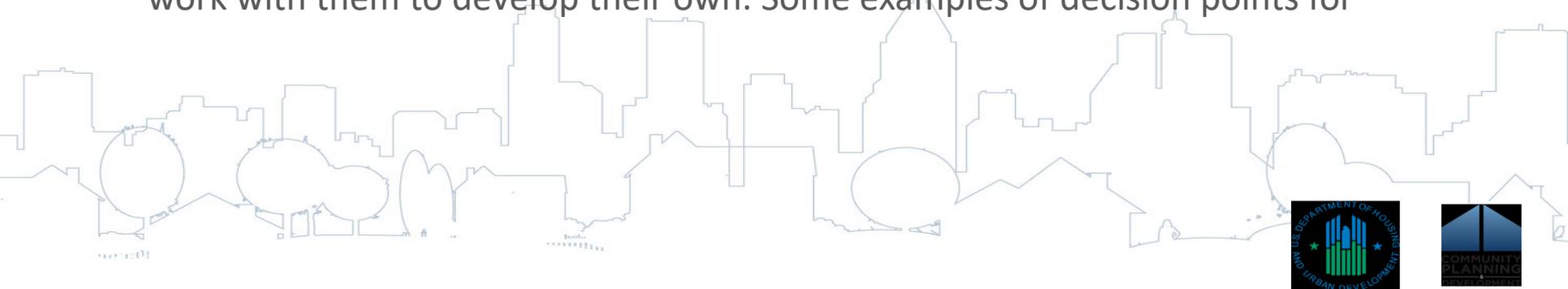
YAB Representation

- YAB membership needs to reflect communities impacted and disempowered locally.
- It is not enough to have a racially or gender homogenous group of young people making decisions in your community, even if they all have lived experience of homelessness.
- It is necessary to apply this equity lens to ability, HIV status, immigration status, justice involvement, and pregnancy or parenting when establishing your YAB.



Peer to Peer Connections

- Peer to peer support programs ensure YAB members are feeling supported and heard, as well as help with retention.
- Not every young person will want to participate in this way. Encourage peer to peer connections, but allow YAB members to opt in or out.
- Allow YAB members to decide the most appropriate peer to peer model for them or work with them to develop their own. Some examples of decision points for



Peer to Peer Connections (cont'd)

- YAB members developing their own peer to peer support model include:
- Frequency of meetings
- Structure of meetings
- Length of actual connections

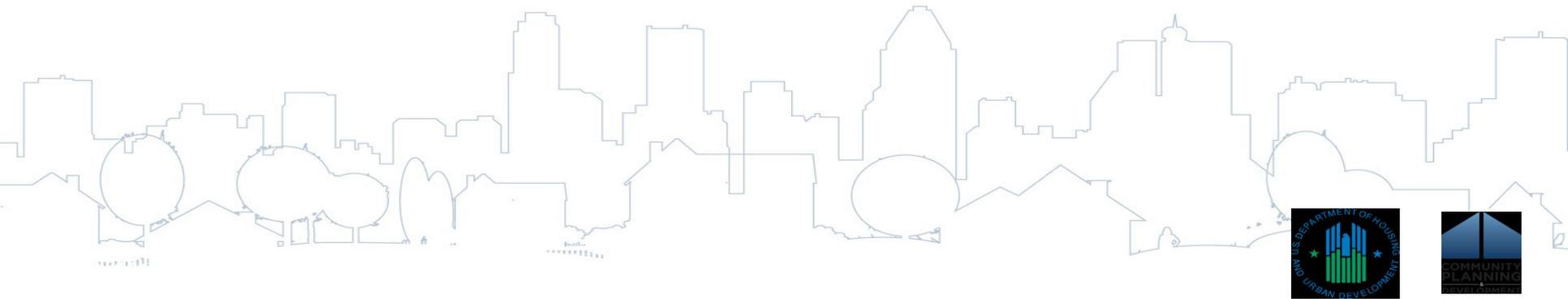
Discussion Question:

- Consider the peer to peer models that currently exist in your agency/community. What have been the benefits and challenges of these efforts?



Undoing Adulthood

Lesson 3



What is Adulthood?

- Adulthood describes the systems of privileged attitudes, beliefs, values, and behaviors that adults have over those of young people. We sometimes see this play out when youth and young adults are stereotyped and discriminated against on the basis of age.
- Adulthood is driven by behaviors and attitudes that are based on the assumption that adults are better than young people and, therefore, entitles them to act upon or on behalf of young people without their agreement.
- Calling out adulthood whenever and wherever it shows up in working with young people is necessary for authentic youth collaboration, as it permeates housing systems and our culture.



Listening Sessions

- Listening Sessions are an effective way to ensure young people are providing necessary feedback to move your collaborative work forward in a way that is not adultist.
- For this to be most effective and worthwhile, here are some tips:
- Be specific about the intention. Prior to engaging in a listening session with YYA, be sure they clearly understand your intentions and the potential outcomes.
- Include YYA in the development of the questions/feedback forms.
- Allow YYA to facilitate when/where applicable.
- Youth Action Boards may use this model to get feedback from other YYA.



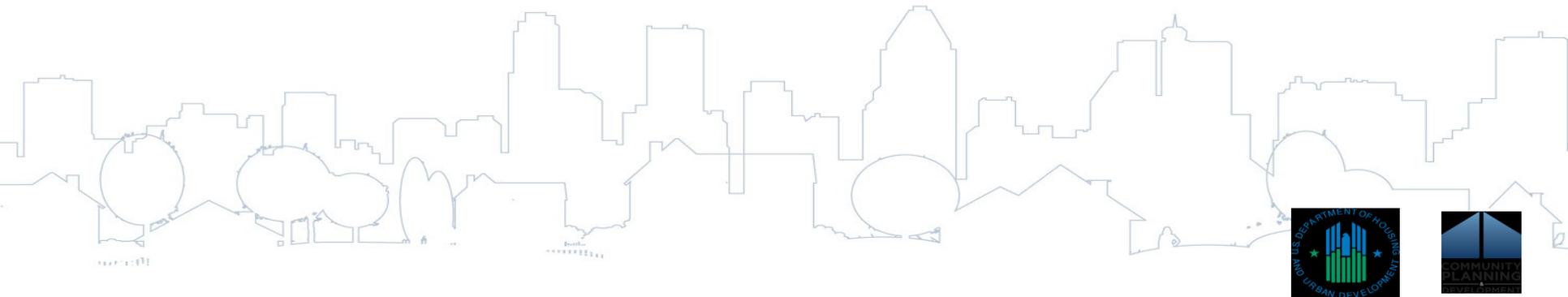
Processing Feedback

- Processing feedback from Listening Sessions, surveys, etc., will require shifting from defensive response to asking questions for clarity, actually seeking to understand the youth perspective.
- Types of feedback:
 - Observational Feedback, in which any stakeholders/partners (including young people, of course) observe a challenge or opportunity but either don't provide or don't necessarily have a solution or plan.
 - Negative Feedback, in which there is dissatisfaction or frustration with the process or system that needs to be expressed. Prepare for and accept it as an opportunity to create more buy-in or collaboration.
 - Constructive Feedback, which suggests or provides solutions or plans.



Youth and Broader Equity

- Authentic collaboration with young people requires a commitment to understanding how identity shapes experiences.
- Understand how racism and oppression has impacted your community.
- Young people come into this work with various and multiple identities (e.g. Black, Indigenous, LGBTQ+, different ability, etc.) which need to be acknowledged, accepted, and understood before authentic collaboration can truly take place.



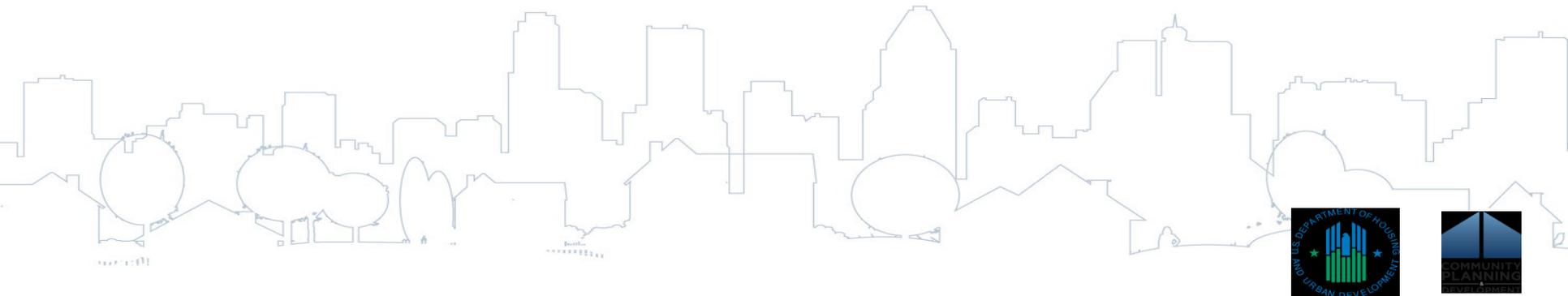
Youth and Broader Equity

- Historically, people experiencing homelessness have relied on systems that have taken their power away, like when a provider makes a housing decision for a young person.
- We recommend that you analyze the demographics of your CoC decision making body, as well as your YAB, to determine if the communities experiencing homelessness locally are accurately represented.
- The goal is to create a CoC informed by youth expertise and in which young people are making decisions. Here are two models of authentic and effective youth collaboration.



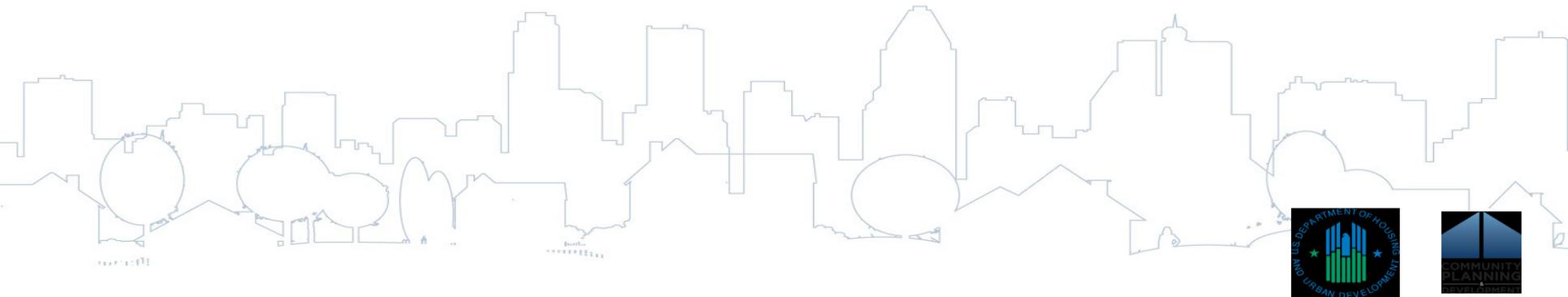
Sustaining an Equitable System

Lesson 4



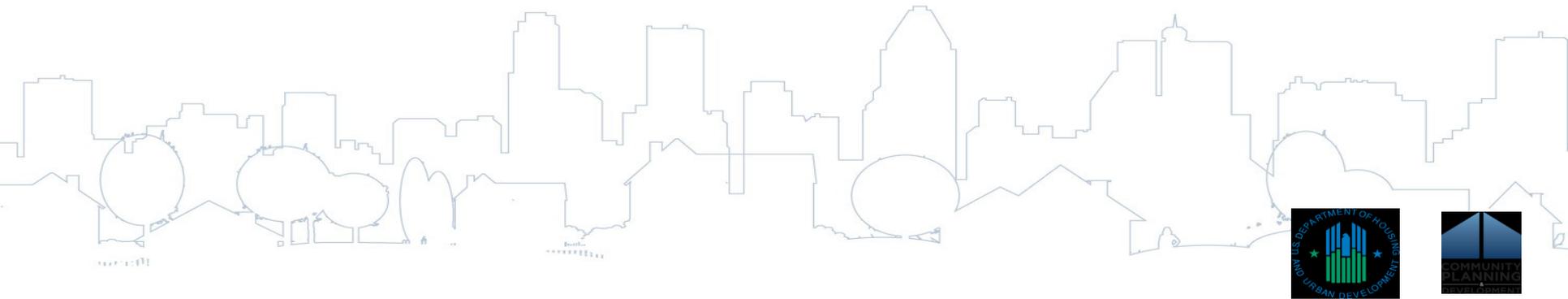
Objectives

- Participants will understand the best practices for creating equity within the CoC
- Participants will be able to identify opportunities within the current structure to advance equity efforts.



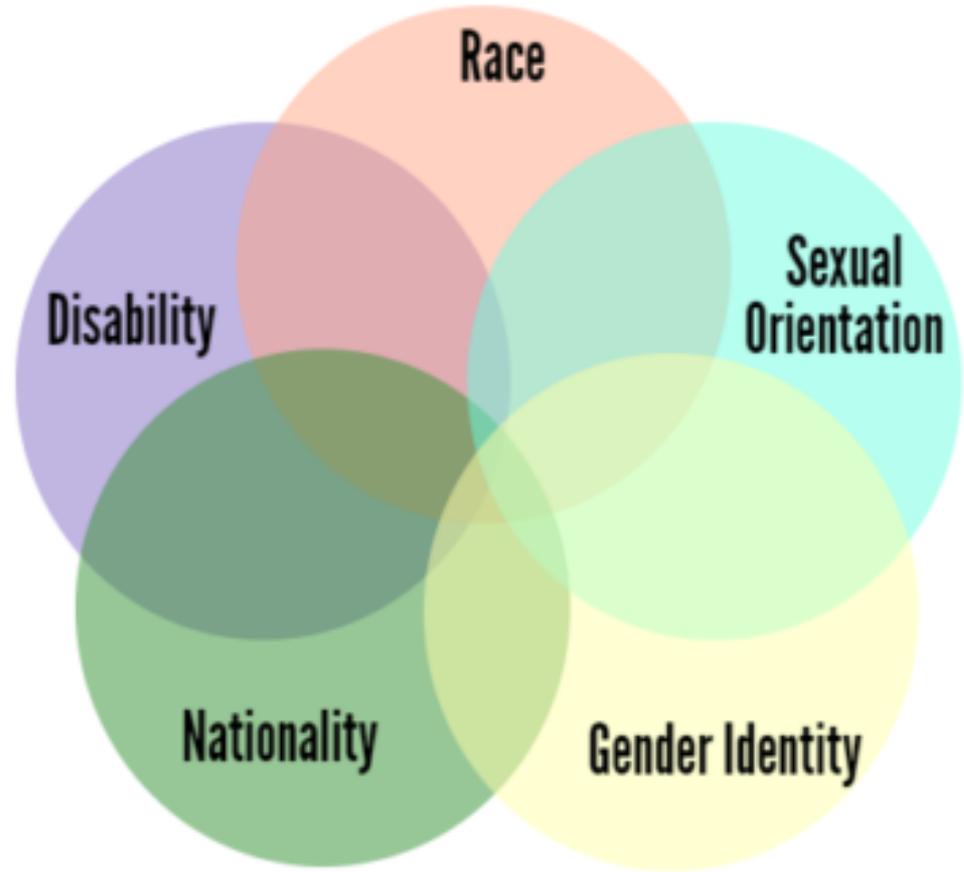
Equity

- Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.



Intersectionality

Dr. Kimberle' Crenshaw
the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.



Equity and the CoC

- Authentic collaboration with young people requires a commitment to understanding how identity shapes experiences. Understand how racism and oppression has impacted the communities we support. Young people come into this work with various and multiple identities (e.g. Black, Indigenous, LGBTQ+, different ability, etc.) which need to be acknowledged, accepted, and understood before authentic collaboration can truly take place.
- Historically, people experiencing homelessness have relied on systems that have taken their power away. An example of this is when a provider makes a housing decision for a young person without their input.



Equity and the CoC (cont'd)

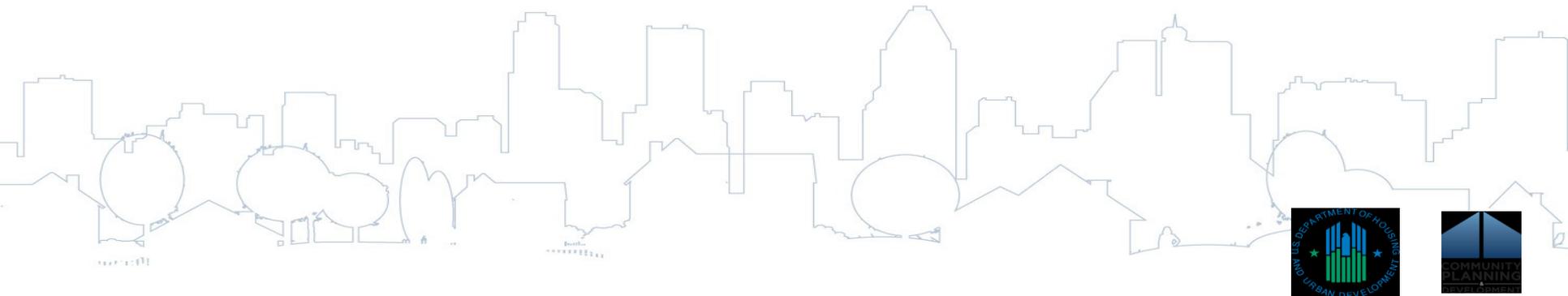
- Have at least two seats for YYA with lived experience is a part of your CoC structure.
- The CoC should be reflect the communities experiencing homelessness. Analyze the demographics of a community's decision making body, as well as its YAB, to determine if the communities experiencing homelessness locally are represented. Who is not at the table, what are your recruitment strategies for those communities, who are your partners for that outreach?
- Hire young people at every level. Peer support positions have been designed for young people but have limited the voice and perspective of each individual placed in those roles.



Equity and the CoC Discussion

Discussion Questions:

- How can you ensure that beyond this project, people with lived expertise will be informing both policy and practice?
- Identify the current opportunities to incorporate youth voice in your CoC structure. How can you ensure that youth voice becomes an essential part of this work?



Questions?

