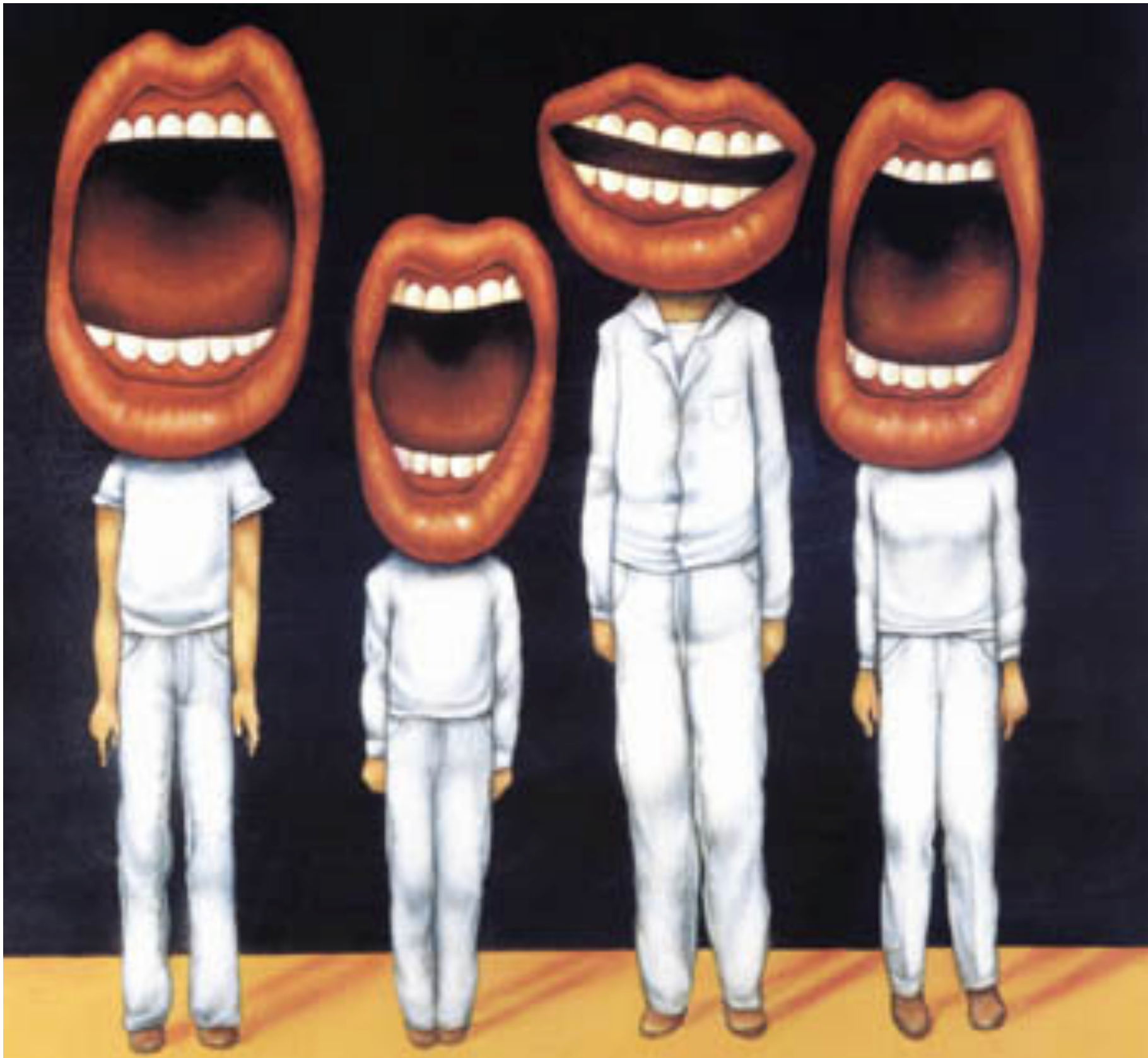
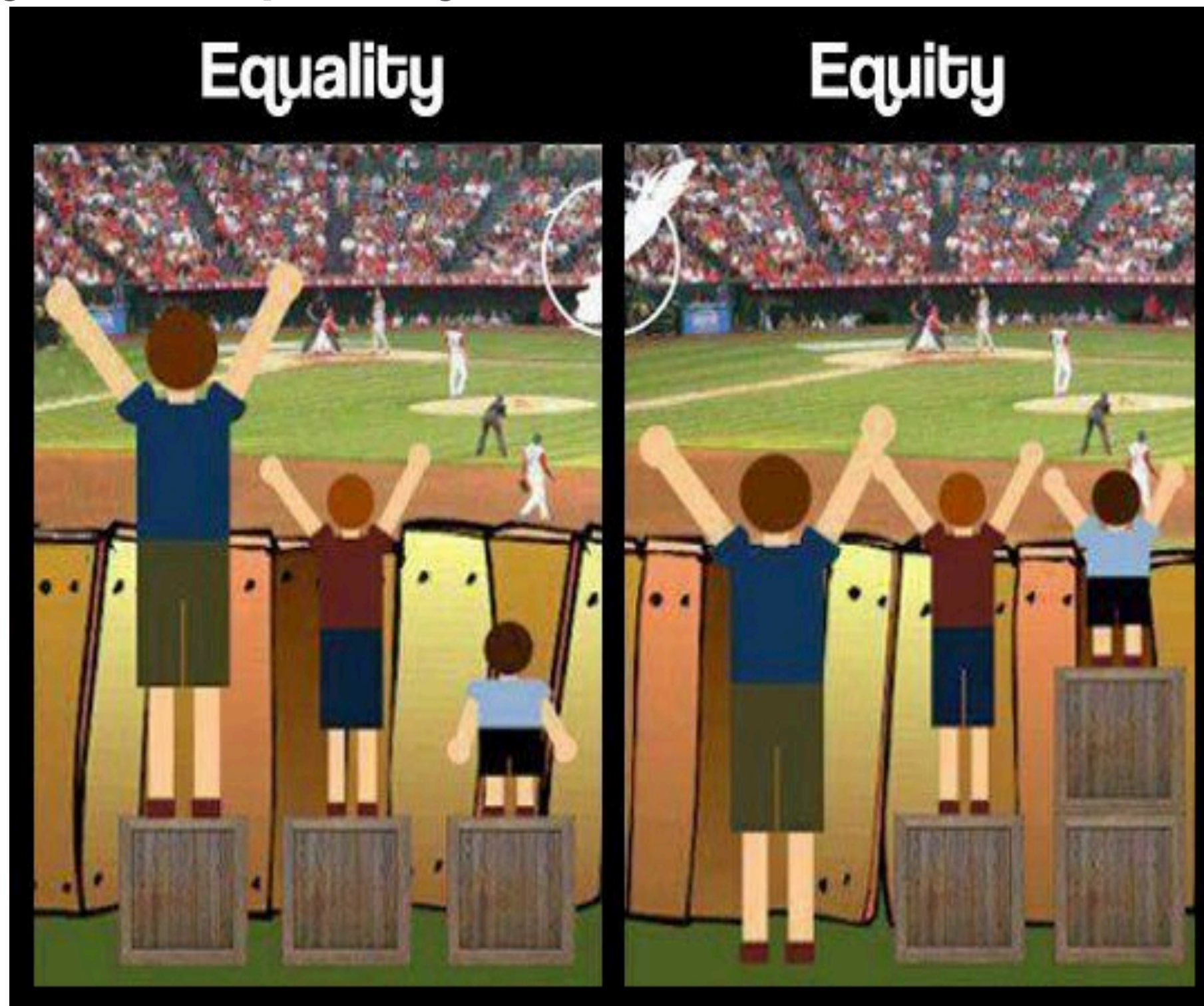


Wasn't this supposed to be positive?!





Equity vs Equality: What's the Difference?



Ageism

Now normally ageism is thought about as prejudice or discrimination against the elderly but let's expand it to mean prejudice or discrimination against a particular age group.



JK we Love y'all

Adolescent Development



Then THIS happens



The case for understanding

Adolescence is a time of growth and CHANGE

Age 9 - 25

it is typically the healthiest time in life, yet their disease and death rates increase 200- 300% during this time

Most of these causes are related to problems with control of behavior and emotion

Ronald E Dahl, M.D. (University of Pittsburgh Med. Center)



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Know what you're working with

Start with a developmental lens



There are EIGHT tasks that every young person undergoes developmentally, including cognitive development

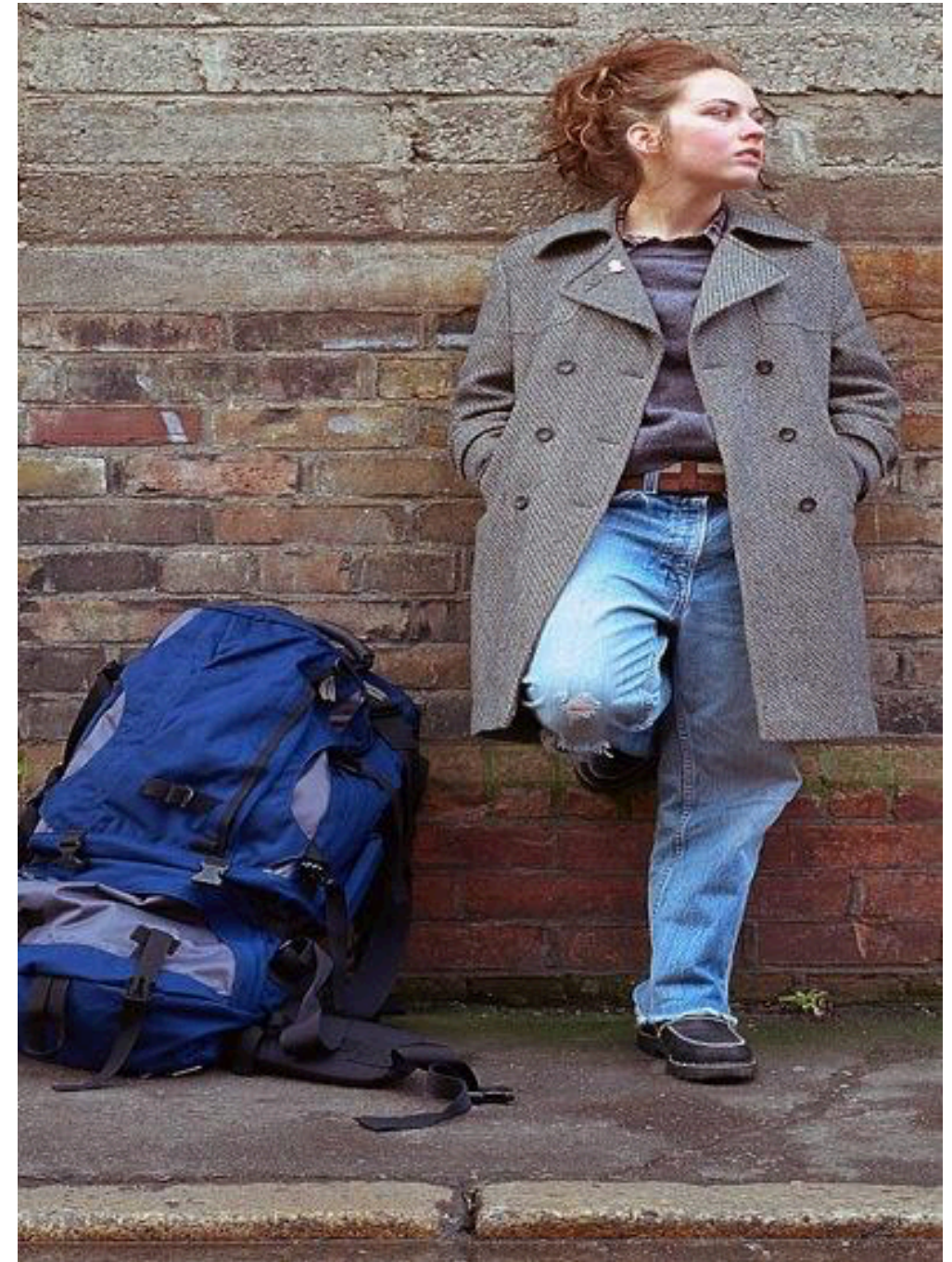
Turning the Tables: 8 Developmental Tasks

- **Adjusting to Physical Changes**
- Adjusting to Sexually Maturing Body & Feelings
- Develop and Applying Abstract Thinking Skills
- Defining a Personal Sense of Identity
- Adopt a Personal Value System
- **Renegotiate Relationships with Caregivers**
- Develop Stable and Productive Peer Relationships
- Meet demands of Increasingly Mature Roles & Responsibilities



Development as a Backpack





PYD & Change

“If adults push back against these natural changes, rejecting adolescents as they reject us, the result can be the shutting down of all communication between generations.”

Daniel Siegel, M.D. Brainstorm pg. 95



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Where is your heart?

“At the heart of the youth-engagement strategies (more broadly Positive Youth Development) is the climate and culture of the learning environment and the values that shape it – the underlying beliefs, assumptions, and expectations about young people”

APPROACH MATTERS

Citation found: <http://www.smarteducationsystems.org/sites/default/files/product/230/files/VUE8.pdf#page=14>

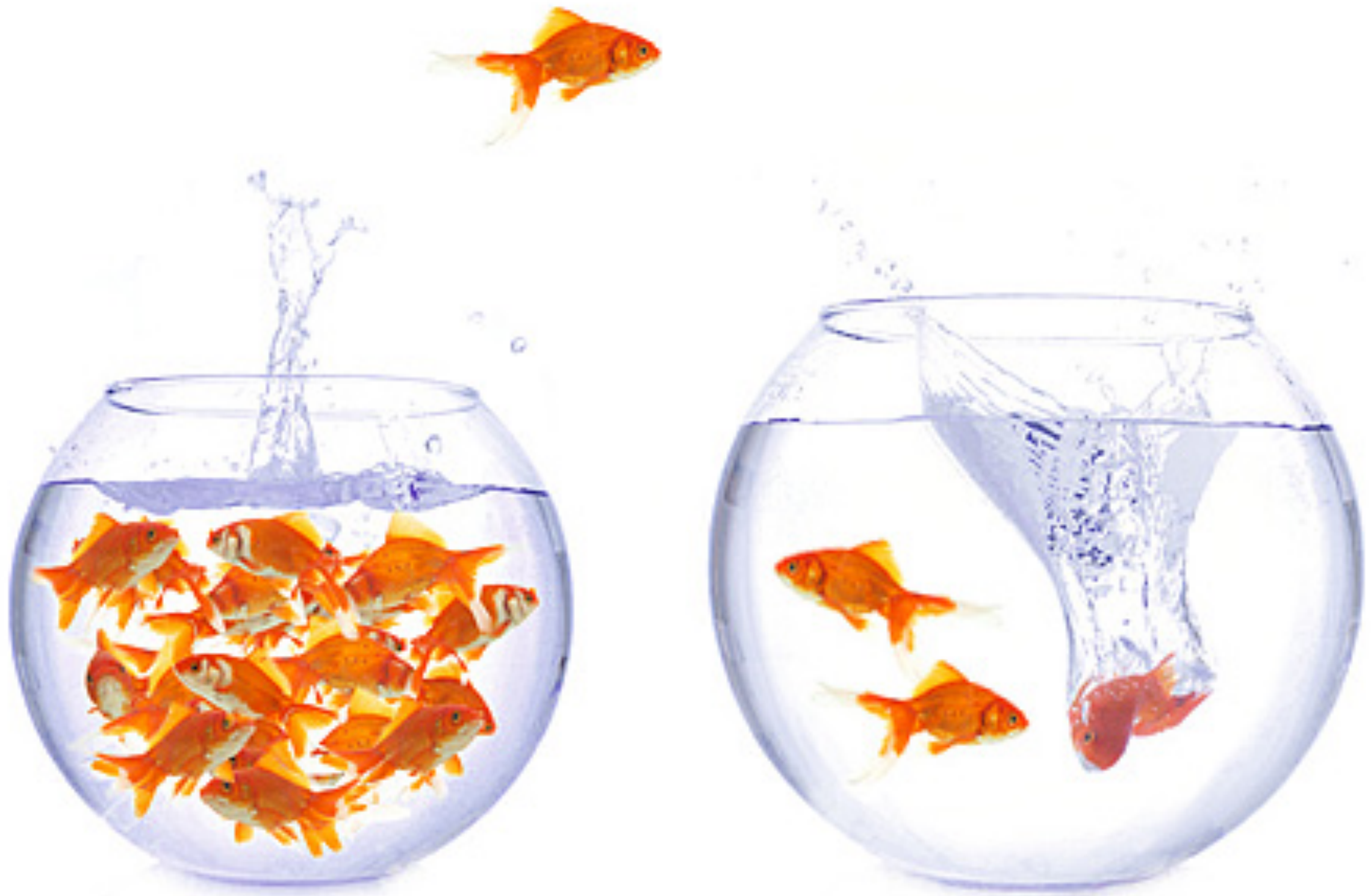


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It Begins With YOU.....



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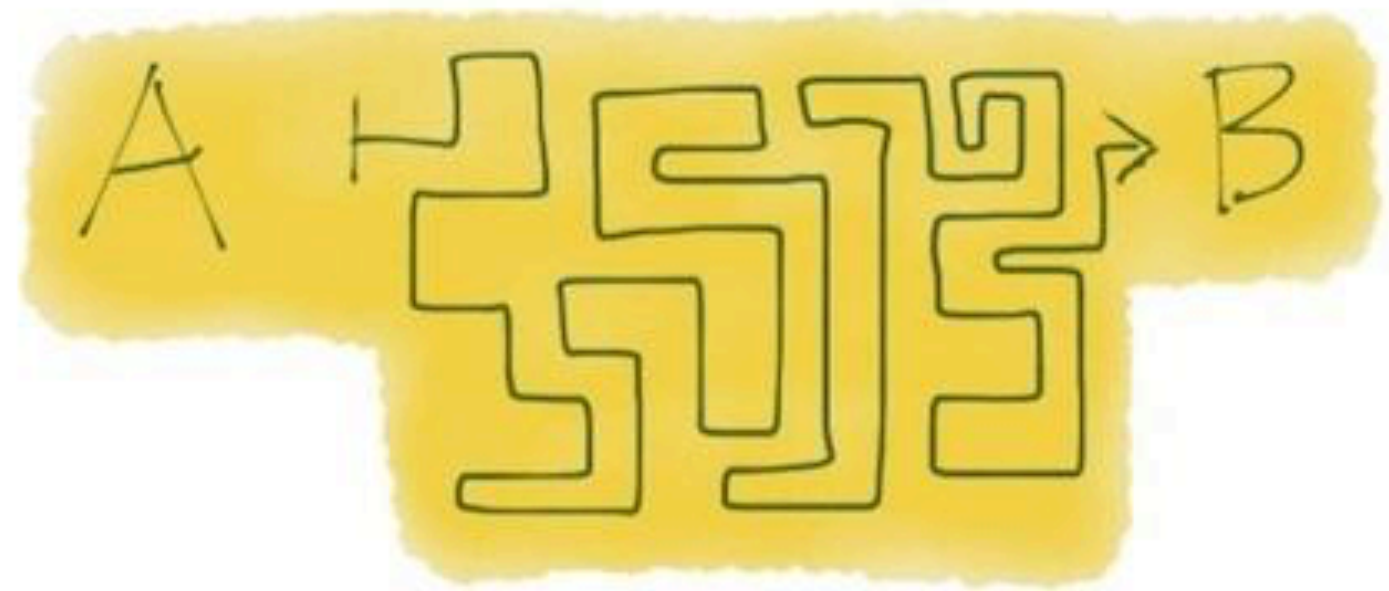
PYD in Theory (this is the *why* we do it)

Theory:



PYD in Practice (this is the *what* we do)

Practice:

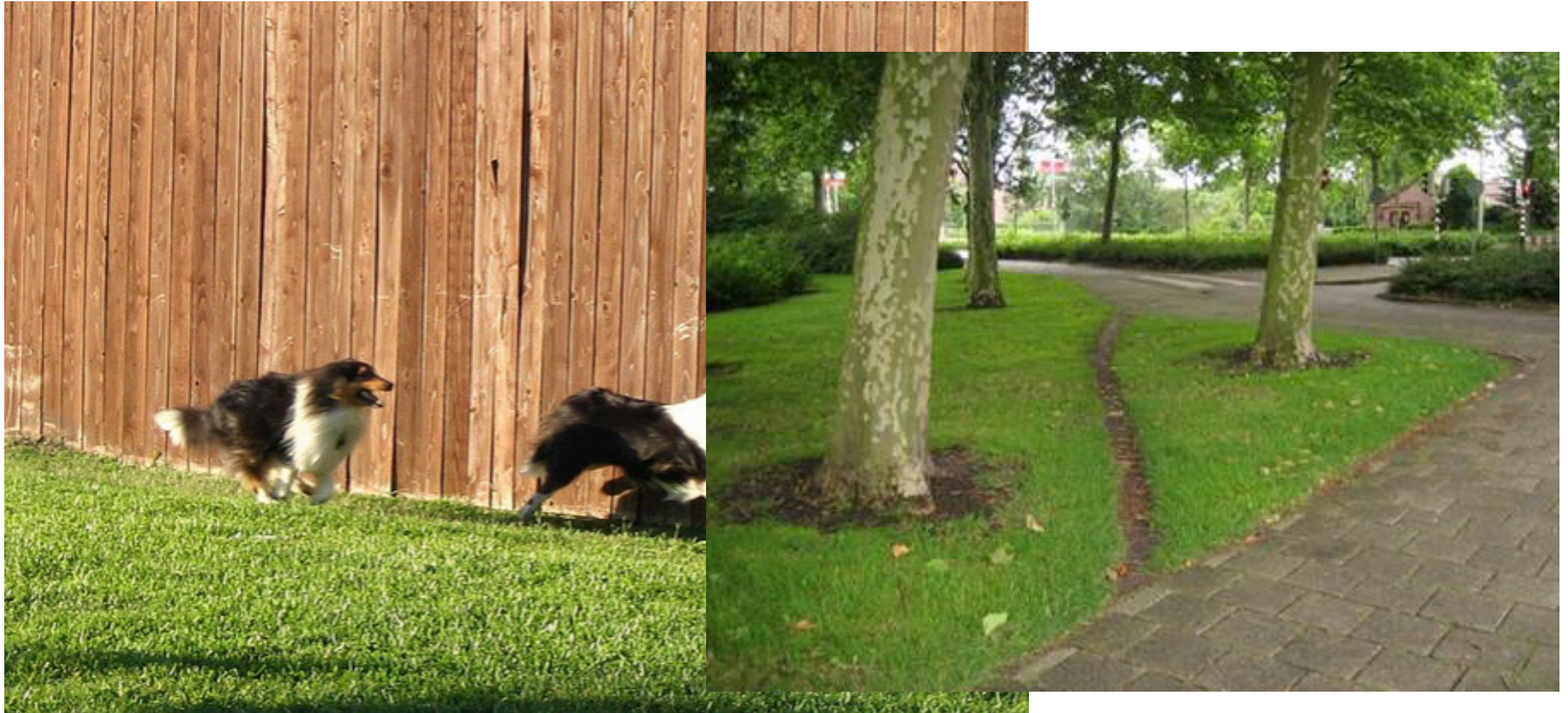


#1 - Skills



#2 - Opportunities

to practice and be engaged in utilizing their skills



Authentic Relationships

with supportive, caring and engaged adults



5 Principles (this is the *how* we do what we do)

1. Strengths-based
2. Inclusive
3. Collaborative
4. Sustainable
5. Engages Youth as Partners





Strengths-based





Inclusive





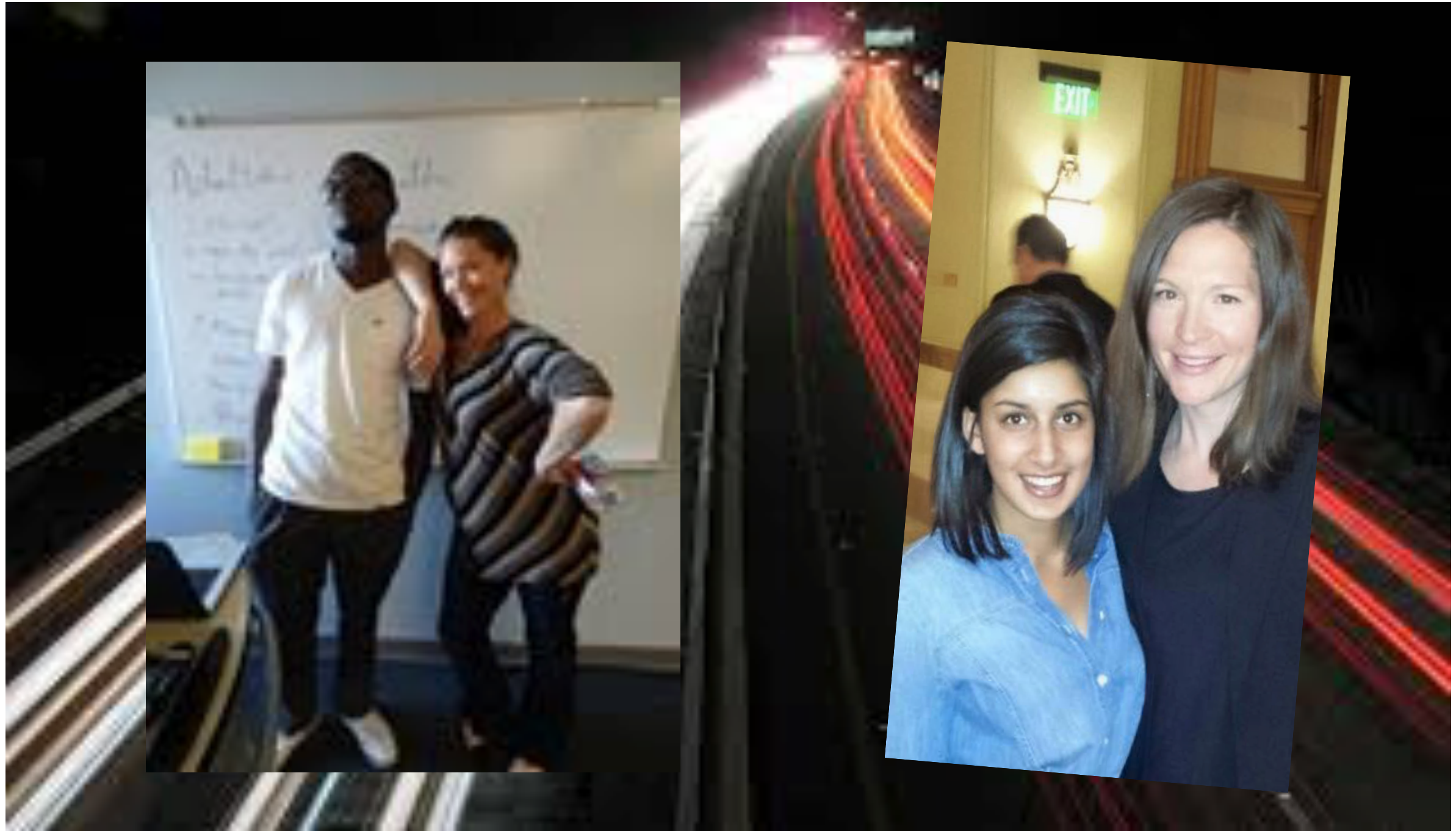
Collaborative



Sustainable



Engages Youth as Partners



Colorado's Youth Engagement Continuum

Increasing Level of Community Involvement, Impact, Trust and Communication Flow



Increasing Ownership, Empowerment, Skills, Opportunities and Supports of Both Staff and Community

Please note: Each level has value.

Participation		Engagement		Partnership
Outreach/Service	Consult	Involve	Collaborate	Share Leadership
Communication flows from the program or initiative to inform and/or serve young people.	Young people provide one-time or periodic feedback.	Communication flows both ways and young people provide ongoing participation.	Young people influence decision-making.	Young people share power and responsibility with adults in making decisions together.
Outcome: To establish communication and outreach channels, while sharing information and providing services to young people.	Outcome: To develop connections and learn about the needs, interests and perspectives of young people.	Outcome: To initiate partnership and increased cooperation between young people and adults.	Outcome: Increased trust and partnership-building.	Outcome: A strong partnership between young people and adults with bidirectional trust that affects broader community health outcomes.

(Adapted from CDC's Report "Principles of Community Engagement: Concepts and Definitions from the Literature and Wong, N. T., Zimmerman, M. A., & Parker, E. A. (2010). A typology of youth participation and empowerment for child and adolescent health promotion. American Journal of Community Psychology, 46, 100-114.)

Getting Ready: A Few Things to Think About

We need to ask ourselves:

- How do we prepare this environment to:
 - receive youth and young adults to ensure they are showing up as competent and confident leaders
- In a space that is:
 - engaging (of their minds/hearts/interests),
 - supportive (of their experiences/ideas)
 - and yet challenging to them (as to promote and develop their critical thinking skills, professional abilities and perception of themselves and their abilities)



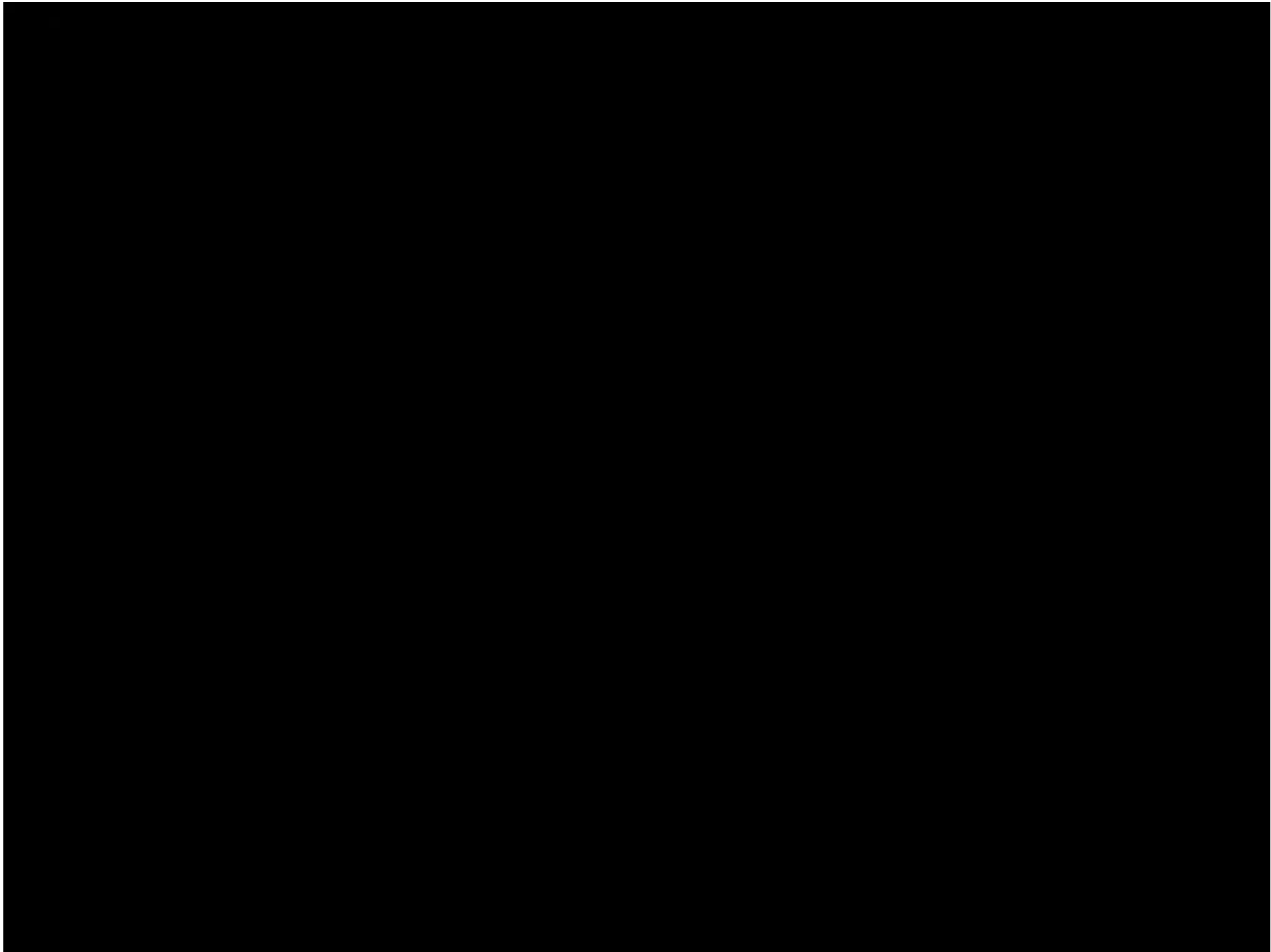
Prepare Youth *and* Adults



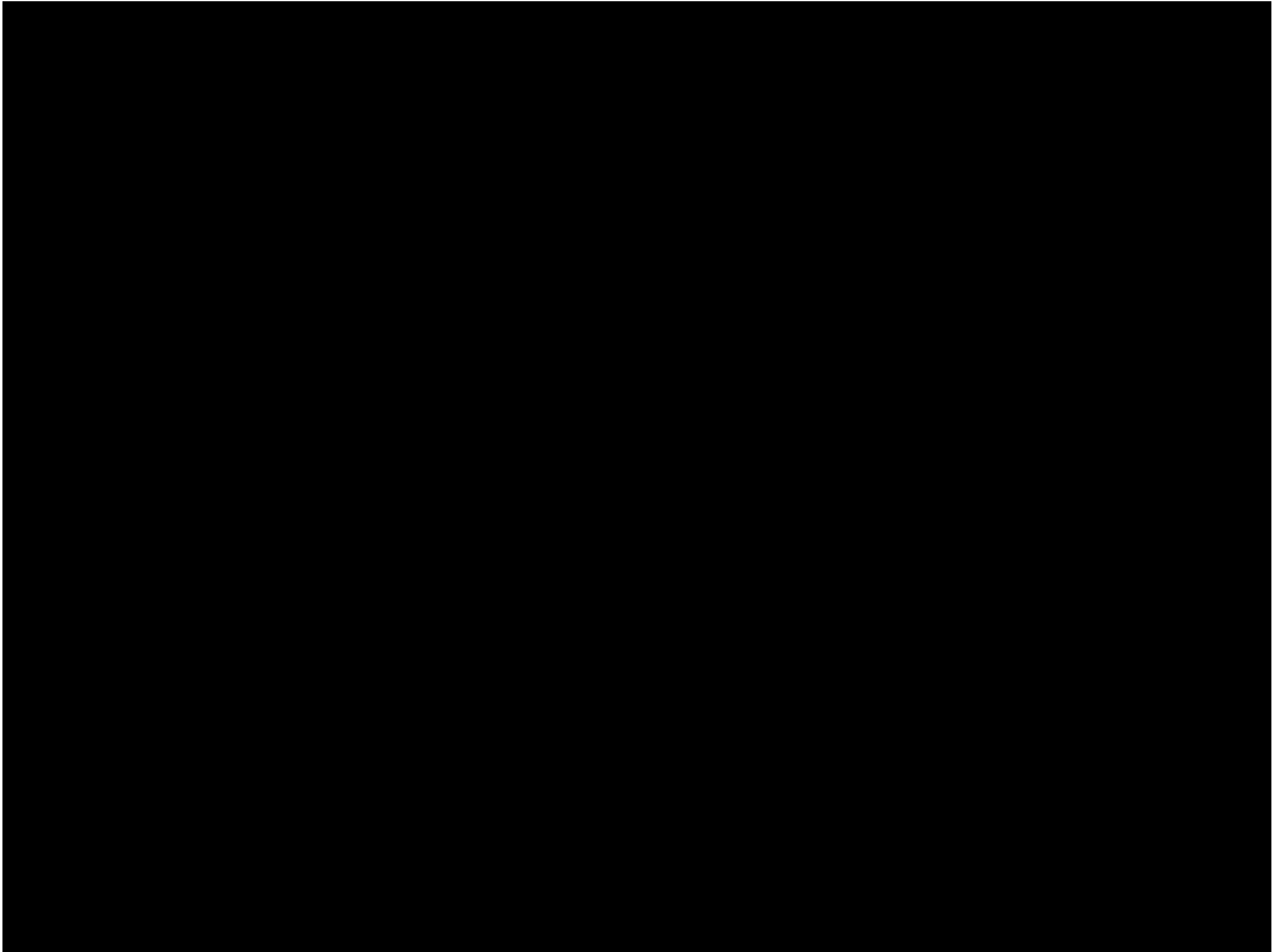
Commit to Sharing Power



Everybody Dance Now!!!







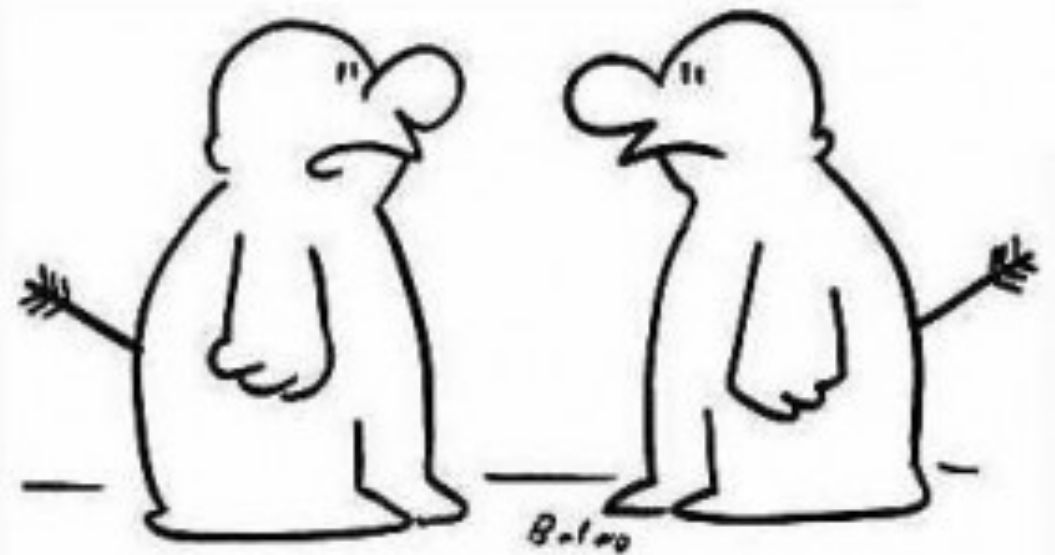
Be Vulnerable, build trust

“You aren’t going to get comfortable until you get uncomfortable.”

~ Myers



Emotions Matter

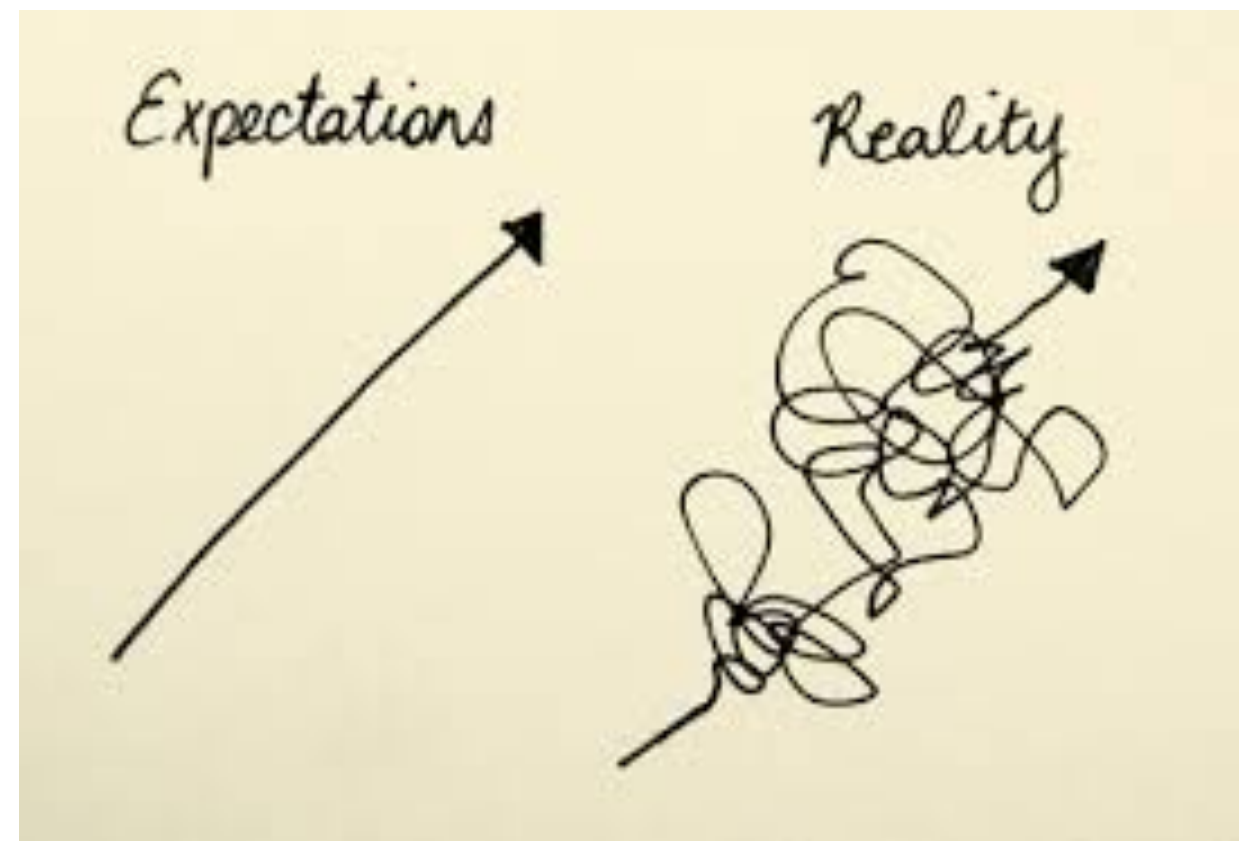


"I know exactly how you feel."

Create Safe Spaces/Have Open Conversations



Set Realistic Expectations Together



Be Ready for the Learning Curve



Be Ready for Change



Understand *and Trust* Youth Expertise and Strengths

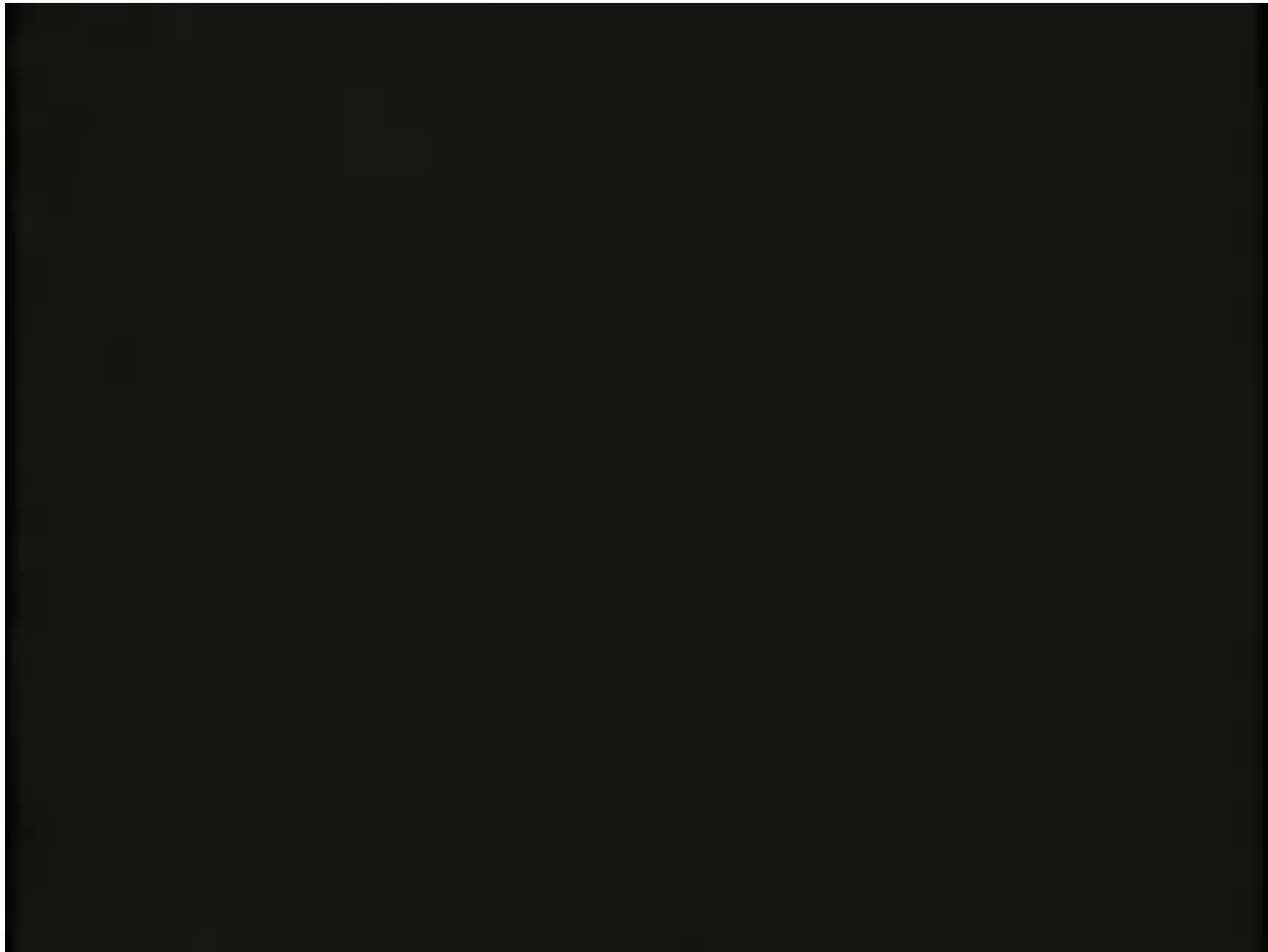


Connect. Improve. Inspire.

Examples of Engaging Youth as Partners

- **Engaging young people as board members**
- Taking the informed recommendations of youth partners and imbedding those recommendations into existing work
- **Create peer navigator/peer leader/Youth Advisor positions**
- Have youth do presentations of your organization (beyond simply sharing their story)
- **Have youth co-facilitate a training that pertains to both youth and adults**
- Youth have the opportunity to create ideas/make decisions rather than solely giving feedback on or choosing from those of adults
- **Create or connect with a Youth Advisory Council**

One final thought - almost :)





Questions? Reach out 😊

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