

A woman and a young girl are climbing a red rope net at a park. The woman is on the left, wearing a grey blazer and blue jeans, and the girl is on the right, wearing a light blue shirt and pink pants. They are both smiling and holding onto the red ropes. The background shows a green lawn and some trees.

BCYF Session 10

Curating Authentic Youth Voice & Youth Friendly Programming

Friday, August 27,
2021 10:00a-12:00p



MENTOR
MARYLAND | DC

Welcome! & Webinar Logistics



- Please remain muted unless called upon by speaker.
- Use the chatbox for comments, questions, aha moments, additional resources, and responding to requests from the speaker; make sure to type to all “panelist and attendees”.
- Towards the end of the presentation, we ask that you please complete our session evaluation.
- Remember, things happen. So, please give us and each other space and grace!
- **Have fun & learn!**

ABOUT: BALTIMORE CHILDREN & YOUTH FUND



The Baltimore Children and Youth Fund (the Fund) is a \$12 million non-lapsing fund dedicated to supporting Baltimore’s children, youth, and young adults. The Fund was launched in 2015 by Baltimore City Council President Bernard C. “Jack” Young and approved by voters in November 2016 with over 80 percent support.

In 2017, a Task Force of community leaders, youth program service providers, City government representatives and other key community representatives was convened to make recommendations on the Fund’s governance and operations. The Task Force presented recommendations which stressed the importance of racial equity and community empowerment as core principles guiding the Fund’s design, and developed the following guiding values under which to operate:

- Our work is informed, driven and led by youth voices, and
- Our work both advances equity and is welcoming and supporting of all races, classes and gender identities, and
- Our work is accountable and impacts to local communities, neighborhoods and places where young people connect, and
- Our work is not politically-driven and promotes confidence from the caring networks of Baltimore’s young people, and
- Our work inspires new partnerships and new approaches to philanthropy to advance Baltimore’s young people, and
- Our work is focused, expedient, and conducted with urgency.

ABOUT: BALTIMORE CHILDREN & YOUTH FUND



GUIDING VALUES & PRINCIPLES

- 1. *Racial Equity:*** The entire grant review process must be built on racial equity. We should clearly identify and directly address how society's power structures show up in the operation of the Proposal Review Panel, including how assumptions about race may figure into the decision-making process. Specifically, white people should not dominate or drive the conversation. Additionally, the evaluation of different programs should include a basic understanding and appreciation of the cultural resources and assets within each community.
- 2. *Intergenerational Leadership:*** In the West we often greet each other by saying, "How are you doing?" The Maasai people of East Africa greet each other by asking, "How are the children?" This greeting represents the idea that the well-being of the children defines the well-being of the community. The purpose of the Fund is to help the whole city of Baltimore to embrace and live out the worldview embodied in this Maasai greeting. Specifically, the well-being of our children is everyone's responsibility. The Proposal Review Panel must include youth leaders along with adults. Having different generations work together will reflect how our entire community must work together to improve the quality of life for our young people.
- 3. *Community Ownership:*** The purpose of the Fund is to provide the communities typically seen as merely recipients of services with equal, authentic decision-making power to disperse the Fund's resources. This means that the members of the Proposal Review Panel should reflect the totality of our community. Specifically, the Proposal Review Panel must include a variety of people who are highly committed to the communities they serve.
- 4. *Collective Decision-Making:*** "Gatekeeping," when one person has too much power in a decision-making process, marginalizes the people and communities who are most hurt by structural racism. Gatekeepers can use their power to circumvent community accountability and limit access to power and resources. Therefore, the Proposal Review Panel must structure its decision-making process to be collective, not individual. Specifically, the Proposal Review Panel will work together truly as a group to make decisions.

ABOUT: MENTOR Maryland DC & Strategic Resources Group



Strategic Resources Group (SRG) Strategic Resources Group LLC (SRGroup) is a multi-disciplined collective of change agents who provide planning, project management, fundraising, program development and evaluation, and organizational capacity training and technical assistance to nonprofits, grassroots community groups, governments agencies, and corporations and foundations that support communities of color.

MENTOR MD|DC is a non-partisan organization that galvanizes the Maryland & DC mentoring movement. We serve as **community-based experts** and create statewide infrastructure to expand quality relationships for young people. We fulfill this role through our unique role as a unified clearinghouse for training, research, public awareness, mentor recruitment, and advocacy. **MENTOR MD|DC** provides the critical link between **MENTOR's national efforts and local organizations and programs** that foster and support quality mentoring relationships across the state.



About this series.

~~**Session 1:** Community Based Mentoring Program Design – Tues, April 27~~

~~**Session 2:** Small Group Session – Sat, May 1~~

~~**Session 3:** Virtual Programming to Engage and Retain Youth – Tues, May 25~~

~~**Session 4:** Small Group Session – Sat, May 29~~

~~**Session 5:** Best Practices for Group Mentoring – Tues, June 22~~

~~**Session 6:** Small Group Session – Sat, June 26~~

~~**Session 7:** Partnership Development 101 for Community Based Mentoring Programs – Tues, July 27~~

~~**Session 8:** Small Group Session – Sat, July 31~~

~~**Session 9:** Incorporating Authentic Youth Voice and Creating Youth-Friendly Programming - Tues, Aug 24~~

~~**Session 10:** Small Group Session - Sat, Aug 28~~

~~**Session 11:** Engaging Families in Youth Development Activities - Tues, Sept 28~~

~~**Session 12:** Small Group Session - Sat, Oct 2~~

~~**Session 13:** Youth Development 101 for Coaches - Tues, Oct 19~~

~~**Final Session:** Baltimore City Virtual Youth Development Forum - TBD~~

Register for future parts:

<https://bcyfund.org/events/>

Register for Individual TA: <http://bit.ly/bcyftraining1>

Agenda



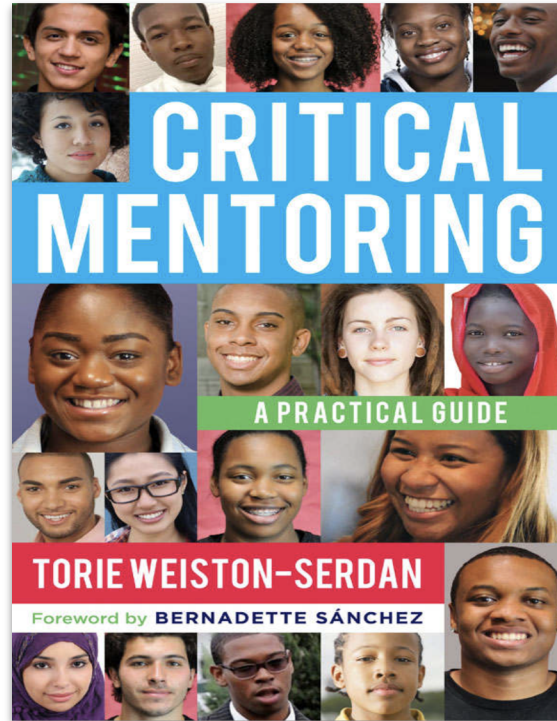
- Intro
- Icebreaker
- Critical Mentoring
- Youth Centrism
- Small Group Breakout
- Case Studies
- Questions, Actions, Tools
- Final Questions
- Wrap-up/Next Steps

Icebreaker!

Go to PollEv.com/mentormdd946 or Text MENTORMDDC946 to 22333 to participate!



Critical Mentoring Overview



Critical Mentoring: A Practical Guide (2017)

Context

If young people's contexts were air and water, they would be too toxic for survival

CRT

Critical Race Theory tenets were key. I.E. Racism is normal, intersectionality, etc.

Mentoring

Tradition and norms versus what was needed given the context.

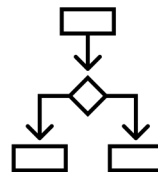
Youth-Centric

Young people aren't our clients, they aren't being served. They are our partners and collaborators.

Intentional Shifts

Everything needed to change. The spaces we created, our program set-up, funding, marketing, etc.

Check the Process



Listen

To the folks who will benefit from this work.

Build

With the folks who will benefit from this work.

Space

Create space with the folks who benefit from this work.

Youth Centrism



Centering youth leadership with voice,
power, and choice

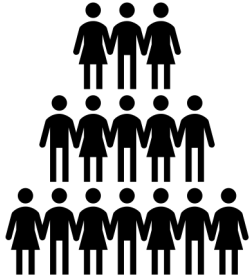
Elements of Youth Centrism

recognizing our
positionality as adult
allies

creating spaces of
safety and development
for young people
by acknowledging their
obstacles

validating
them thru power
sharing and co-
conspiratorship

Key Acknowledgments of Youth Centrism



***Adults** - our age, puts us in a position of power and privilege*



***Young people** are without agency, especially those dealing with systems*

Youth Centrism & Getting Out Of Their Way



Where is youth voice absent in our organizational structure?



What do young people have to say about our work?



Should youth feel safe in your space? Why?



When do we ask youth to operate in ways that are more comfortable to us?



Breakout Rooms



Where is youth voice absent in our organizational structure?



What do young people have to say about our work?



Should youth feel safe in your space? Why?



When do we ask youth to operate in ways that are more comfortable to us?



Case Study: MD Students Race Equity Summit

Feb 2021

**WEDNESDAY,
FEB. 24TH | 4-6PM**

**MARYLAND
MENTOR**

REAL TALK!

**MARYLAND HIGH SCHOOL STUDENTS
FORUM ON RACE EQUITY**

**RACIAL
EQUITY**

**ANTI-
RACISM**

**SIGN UP TODAY @
[BIT.LY/MDYOUTHFORUM](https://bit.ly/mdyouthforum)**

Case Study: MD4Y Reimagining Resilience Youth Panel August 2021



Questions to Ask Your Organization



Is your mission youth centric?

How can you include youth in carrying out the mission?

What processes do you have set up that can be reimaged and restructured to include young people?

Have your program goals been devised alongside youth?

What roles can young people play at each level of your organization?

How can young people be included in facilitating pieces of training, organizing events, or handling the day to day? How are they bought in?

Youth Centered Work Guide



Youth Centered Work Guide

Allowing Youth to Rely on Organization Leaders for Future Career Resources

INDIVIDUAL APPROACH	DO	DO NOT																
	<p>Reassure Youth that you are willing and able to provide recommendations, referrals, or general professional expertise if they decide to pursue a different path.</p> <p style="text-align: center;">↓</p> <p>Adults must recognize the youth potential is not set <i>only</i> for the work being done within the organization and must openly serve as a bridge if they want to pursue a different field of work</p>	<p>Attempt to confine the youth-employees to a singular field =</p> <p style="color: red;">Adults must acknowledge that: though they played a role in the professional development of the youth-employee, Adults cannot dictate the eventual career path that the Youth wants to take.</p>																
	<table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">What Adults Can Do</th> </tr> </thead> <tbody> <tr> <td style="background-color: #D9EAD3;">Enabling Youth to explore speciality areas within the organization until they feel that they will be consistently suitable for the task^{6,8}</td> <td></td> </tr> <tr> <td style="background-color: #D9EAD3;">Organizing events specifically for youth that allows them to speak with people who work outside of the organization in a different field⁹</td> <td></td> </tr> <tr> <td style="background-color: #D9EAD3;">Allowing Youth to network with other organizations and guest speakers in the case they may want to pursue a related career path¹⁰</td> <td></td> </tr> </tbody> </table> <p style="color: blue; font-size: small;">This will continue to strengthen the mentor-protége bond established while securing future networking opportunities in a variety of fields for the organization and future organization youth.</p>	What Adults Can Do		Enabling Youth to explore speciality areas within the organization until they feel that they will be consistently suitable for the task ^{6,8}		Organizing events specifically for youth that allows them to speak with people who work outside of the organization in a different field ⁹		Allowing Youth to network with other organizations and guest speakers in the case they may want to pursue a related career path ¹⁰		<table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Adult Re-Think</th> </tr> </thead> <tbody> <tr> <td style="background-color: #F4CCCC;">Take ownership of the work done by youth for the organization</td> <td style="text-align: center;">→</td> <td style="background-color: #D9EAD3;">Attribute work done by Youth to them and recognize that their skills and talents can be as useful in a variety of different fields</td> </tr> <tr> <td style="background-color: #F4CCCC;">Adult Organization leaders giving the Youth an ultimatum between the organization and the interests they want to pursue</td> <td style="text-align: center;">→</td> <td style="background-color: #D9EAD3;">Appreciate the work that the organization has done for the Youth and trust that the advice & guidance given to them during their time with the organization will make them a more formidable worker in whatever career path they decide to take.</td> </tr> </tbody> </table>	Adult Re-Think		Take ownership of the work done by youth for the organization	→	Attribute work done by Youth to them and recognize that their skills and talents can be as useful in a variety of different fields	Adult Organization leaders giving the Youth an ultimatum between the organization and the interests they want to pursue	→	Appreciate the work that the organization has done for the Youth and trust that the advice & guidance given to them during their time with the organization will make them a more formidable worker in whatever career path they decide to take.
What Adults Can Do																		
Enabling Youth to explore speciality areas within the organization until they feel that they will be consistently suitable for the task ^{6,8}																		
Organizing events specifically for youth that allows them to speak with people who work outside of the organization in a different field ⁹																		
Allowing Youth to network with other organizations and guest speakers in the case they may want to pursue a related career path ¹⁰																		
Adult Re-Think																		
Take ownership of the work done by youth for the organization	→	Attribute work done by Youth to them and recognize that their skills and talents can be as useful in a variety of different fields																
Adult Organization leaders giving the Youth an ultimatum between the organization and the interests they want to pursue	→	Appreciate the work that the organization has done for the Youth and trust that the advice & guidance given to them during their time with the organization will make them a more formidable worker in whatever career path they decide to take.																

Communal & individual approaches for the following + examples:

- Developing mentoring framework
- Welcoming youth into the community
- Establishing structure between youth and organization
- Allowing Youth to Rely on Organization Leaders for Future Career Resources

(Some) Actions to Take



Establish youth positions on your board of directors

Youth see the programming from the inside out and can articulate what works well and what does not

Dedicate staff positions to youth

Give youth the role of program evaluators

If the program does not work for those we serve, then no matter how shiny the program is for adults, it doesn't work!

What will you commit to?



Sign up for Small Group! Friday, August 27 @ 10AM

Learn best practices, as community-based programs, on how to create authentic youth-voice in your organization.

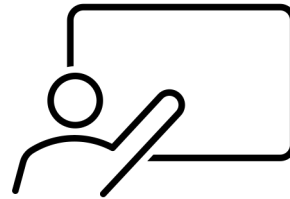
This session is all about curating authentic youth voices in your work. We will provide a deep dive on leveraging best practices, along with a youth leaders panel and an examination of elements of Critical Mentoring.



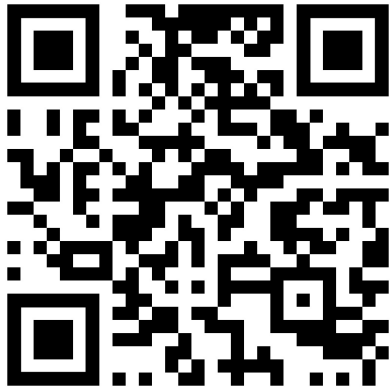
bit.ly/bmoreta



**Sign up for technical assistance
to go deeper, one on one with this
topic with one of our amazing
consultants!**



Join us for our final Strategic Plan Release Forum Wed 8/25 @ 2PM

A graphic for the Strategic Plan Release Forum. It features a dark blue background with a collage of diverse students in various educational settings. The text "GROWING THE COVENANT" is written in yellow, with "STRATEGIC PLAN 2021 - 2025" below it. The Mentor Maryland | DC logo is at the bottom left. A yellow box on the right contains the text "OUR NEW STRATEGIC PLAN IS HERE!" in dark blue. At the bottom, it says "GROWING THE COVENANT, NOW AVAILABLE FOR DOWNLOAD @ MENTORMDDC.ORG/STRATEGICPLAN".

GROWING THE COVENANT
STRATEGIC PLAN
2021 - 2025

OUR NEW STRATEGIC PLAN IS HERE!

GROWING THE COVENANT, NOW AVAILABLE FOR DOWNLOAD @ MENTORMDDC.ORG/STRATEGICPLAN

Thank you!



PLEASE COMPLETE TRAINING EVALUATION
https://www.surveymonkey.com/r/Authentic_824

For a certificate of completion from today's training,
please email info@mentormddc.org



Upcoming Trainings

~~**Session 9:** Curating Authentic Youth Voice—
Tues, August 24~~


~~**Session 10:** Small Group Session—**Fri, August 27, 10a-12p**~~

Session 11: Engaging Families in Youth Development Activities - Tues, Sept 28, 530p-730p

Session 12: Small Group Session - Fri, Oct 1

Questions





“When I was a boy and I would see scary things in the news, my mother would say to me, ‘Look for the helpers. You will always find people who are helping.’”

- Mr. Rogers

We look forward to hearing from you!



Contact:
MENTOR Maryland | DC
info@mentormddc.org
www.mentormddc.org