

Trainers Guide

The Art of Youth Engagement

The Art of Youth Engagement:

A Guide for Training Youth Engagement Practice Within Mental Health Centres

January 2011

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Cover art:

Chris Mcquigge of the New Mentality Group at Pathways for Children and Youth in Kingston created the cover art, "A New Generation, a More Accepting Population, Starting the Minds Recreation. It celebrates youth & mental health.

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ACKNOWLEDGEMENTS

Youth engagement theory and practice has been in existence for over 20 years, but it is a relatively new way of doing business for mental health agencies. Nevertheless, organizations are beginning to recognise the importance of engaging youth in order to improve clinical outcomes and to ensure accountability and relevant programs.

The Ontario Centre of Excellence for Child and Youth Mental Health, with a mandate from the Ontario Government, works to build capacity in training, research and evaluation for mental health agencies. One of its strategic areas of impact is increasing capacity within agencies for Youth Engagement practice. The Centre has an extensive history of starting & supporting youth engagement programs i.e., Youth Net, The New Mentality, Dare to Dream. As part this government mandate, The Centre worked with The New Mentality to develop this training program that will present effective strategies for initiating and sustaining youth engagement within a mental health agency context.

Project Managers & Advisor:

The project managers who gave shape to this training program are Catherine Dyer (The New Mentality), Nancy Pereira (The New Mentality) & Erin Smith (The Provincial Centre of Excellence for Child and Youth Mental Health). Simon Davidson (Children's Hospital of Eastern Ontario, Provincial Centre of Excellence for Child and Youth Mental Health, Mental Health Commission of Canada) provided ongoing leadership and advice.

Steering Committee:

These Steering Committee members provided valuable insights and expertise: Mwanaisha Ali (youth), Andrei Biltan (youth), Rita Gidillini (Windsor Regional Children's Centre), Michelle Moran (East Metro Youth Services), & Jessica Ripley (Youth Net).

Key Informants:

The New Mentality interviewed mental health professionals to understand what they need in order to operate within a Youth Engagement model. The following individuals participated in an interview:

- Brenda Allard (Youth Services Bureau of Ottawa)

- Karen Anslow (Peel Children's Centre)
- Erin Boudreau (Children's Mental Health Ontario)
- Diane Broad (Griffin Centre Mental Health Services)
- Lisa Cluett (New Path Youth and Family Services)
- Angela Culham (Open Doors for Lanark Children and Youth)
- Cathy Dandy (Kinark Child and Family Services)
- Tammy Halliday (Pathways for Children and Youth)
- Karen Ingebrigtsen (Patricia Centre for Children and Youth)
- Kevin Kapler (Child & Youth Wellness Centre of Leeds & Grenville)
- Kelly Lazure (Lynwood Hall Child & Family Centre)
- Gregory Lubimiv (Renfrew County Youth Services/ Phoenix Centre)
- Megan Petingalo (Algoma Family Services)
- Mary Shirley-Thompson (Family, Youth and Child Services of Muskoka)

ARGUMENTS & ASSUMPTIONS

Youth Are Not Getting the Help they Need

When surveyed, eighty-six percent (86%) of youth indicated that they would turn to other teens for mental health concerns¹. Similarly, less than five percent said that they would talk to a professional – a startling statistic especially since its estimated that approximately 1 in 5 children and youth will have a treatable mental health condition². As a result, it is estimated that **only 30 percent of Ontario's children and youth who need treatment will receive it.**³

If a child or youth is brave enough to seek treatment, he/she is often forced onto a waiting list. Astonishingly, the **average wait time for a child and youth in**

¹ Youth Net/Reseau Ado "Youth and Mental Health: Quantitative and Qualitative Analyses of Youth Net/Reseau Ado Focus Groups". Retrieved September 10, 2008, from <http://www.acsa-caah.ca/Portals/0/Member/PDF/en/documents/youthmentalhealth.pdf>

² Ontario Child Health Study (1989)

³ Deputy Minister, Children & Youth Services (2006)

Ontario is 69.2 days⁴—for youth who are experiencing distress, and/or are in crisis, this can seem like a lifetime.

The opportunity therefore exists to enlist youth as partners in developing solutions to aid youth in getting the help that they need – when they need it. In order to improve services, child and youth mental health agencies need to engage the population they seek to serve by providing opportunities for youth to voice their needs and act as key players in the creation of solutions.

Youth Engagement is a Rights-based Approach to Treatment and Programming

Youth have the right to participate in organizations. **Organizations have responsibilities** to engage young people in their treatment. This makes youth engagement a win-win. A Youth Engagement approach to programming and treatment builds on a young person's skills and considers their views and experience. When young people are seen as assets, not problems, as partners not clients, everyone benefits.

The UN Convention on the Rights of the Child (UNCRC) is a framework for recognizing, protecting and respecting the rights of all children and young people. It is a tool that can help:

- children and young people develop to their full potential
- promote the health and well-being of children and young people
- hold countries, governments, organizations and citizens accountable for their treatment of children and young people and for the way programs and services for children and young people are developed and delivered

One of the most unique and groundbreaking things about the UNCRC is its “Participation Rights”. This means that **as children's abilities develop, they should have increased opportunities to participate in the activities of their society**, especially in matters that directly relate to them and affect their lives.

⁴ Children's Mental Health Ontario (2007) Brief Child and Family Phone Interview: Province-wide results

Youth Engagement Improves the Mental Health of Youth who Engage

Services that promote and respond to consumer/youth/parent perspectives achieve **better mental health outcomes** in terms of compliance, retention, and/or meeting client mental health needs.ⁱ Through engagement, youth develop skills that can **lead to employment**, make **connections** to resources and people, become empowered, and build **self-confidence**. Canadian research links connectedness to a **decreased likelihood of: suicide** attempts, early sexual activity, drugs and other **risky behaviours**.ⁱⁱ

Engaged youth report **lower rates of substance use**, for example, cigarette smoking, marijuana, other 'harder' drugs, and alcohol.ⁱⁱⁱ Engaged youth also report significantly **lower levels of depression** than non-engaged youth.^{iv} An American researcher noted higher academic performance, healthier peer, and adult interactions and improved decision-making abilities.^v In addition, **young people tend to talk to other young people** (before anyone else) about their problems. Youth find it easier to discuss their mental health among peers.^{vi}

Youth Engagement Improves Organizations

Youth Engagement creates positive **behavioural changes** among adults. Most frequently, adults concluded that their **level of involvement in the work** at hand increased because of their collaborations with youth. The emotional connection that youths bring spark adult interest and passion in these issues. Their emotional **energy is contagious**. The **optimism and motivation** of youth stretches adult staff. Adults report coming out of youth-adult partnerships with **new strategies** for interacting with youth and a growing **sense of competence** in relating to them.^{vii}

Through engagement, organizations **learn about the needs and concerns** of youth directly and can develop more relevant programming that reflects those needs and concerns.^{viii} Youth engagement programs often shifts the public image of organizations to be more youth-**friendly** which inspires **confidence in the organization** among youth.^{ix}

Youth adult partnerships lead to enhanced **social capital and civic involvement** of youth and more inclusive & effective decision-making processes within organizations. This leads to better **health outcomes, communities that are more responsive & better prevention & early intervention programs and policies.**^x

Mental Health Centres Would Engage Youth If They Knew How

In 2007, a survey on Youth Engagement was administered to 90 Children's Mental Health Centres in Ontario and only four agencies reported engaging young people in a meaningful role⁵. Eighty-eight percent (88%) of Executive Directors said they would welcome the opportunity for training and support so they can work with youth in effective and meaningful ways.

It is evident that mental health agencies have a desire to engage youth, but in order for the practice to sustain itself agencies will be required to change the way that they do business to work 'with' youth rather than 'for' youth. Child and Youth Mental Health agencies who are new to the practice of youth engagement should strongly consider having all staff trained on this methodology early on. Participation from all staff will allow for a shared understanding from the initial stages of implementation, and in turn will provide an opportunity for youth engagement to emerge as a method of operating verses a program that exists within a larger structure.

PURPOSE FOR THIS YOUTH ENGAGEMENT TRAINING PROGRAM:

Guiding Question: What would it take to initiate & sustain meaningful Youth Engagement Practice in my mental health agency?

The goals for this program are to engage in meaningful dialogue about:

⁵ The New Mentality (2007) Organizational Capacity to Engage Youth Toronto: Children's Mental Health Ontario

- The outcomes of Youth Engagement practice;
- Best practices for youth engagement in governance, public education, & programming;
- The mental models for understanding Youth Engagement;
- How to transform existing space into a youth-friendly place;
- Effective youth recruitment strategies;
- Participatory Evaluation practices.

Furthermore, the goal for this program is to create collective meaning and purpose around new strategies and projects the agency can implement that would accelerate the practice of Youth Engagement.

Long-term Purpose:

- To provide opportunities for young people, with support from staff, to:
- Make decisions about, voice requests and voice concerns about the care and treatment they are receiving
- Design & implement programs & workshops (i.e. bullying prevention, suicide prevention, anti-stigma, health promotion, etc.)
- Develop and exemplify leadership
- Participate in community activities & events

DEFINITIONS

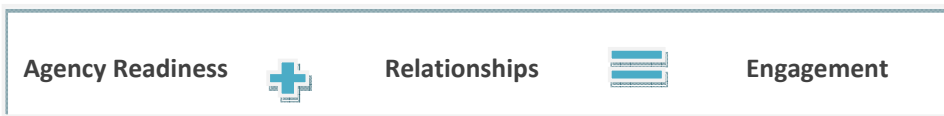
Youth Engagement is about empowering all youth as valuable partners in addressing and making decisions about issues that affect them personally and/or that they believe to be important.

Engaged youth are volunteers and can include clients, former consumers of service, or those who express a genuine interest in issues relating to child and youth mental health. Youth who are engaged within an organization are between the ages of 13-25, and play an active role in program planning and decision-making.

Adult Ally: An adult assigned by the organization who supports, advocates and works alongside youth

Meaningful Engagement: Youth are meaningfully engaged when they are involved in activities that they believe to have purpose, when they show commitment to what they are doing, and demonstrate gained knowledge of the activity

Six Key Elements of Youth Engagement



Agency Readiness

Realistic Expectations- Limitations correspond to different levels of development.^{xi} Give youth room to develop new skills by establishing realistic goals, timelines, and expectations.^{xii}

Beyond Programming- Youth engagement exists only when youth make important contributions throughout all levels of an organization.^{xiii}

Organizational Commitment- Because it is a shift in how organizations operate, it requires significant organizational buy-in throughout all levels of the organization.^{xiv}

Plus (+) Relationships

Valuing Youth- Adults can sometimes overemphasize or exaggerate youth's lack of experience and need to embrace youth as being assets today, and not just leaders of tomorrow.

Youth-Adult Partnerships- Youth need adult support and organizational opportunities.^{xv} Youth are in partnership when they & the adults have a voice in decisions and both adults and youth are valued for their contributions.^{xvi}

Creates (=) Youth Engagement

Meaningful Participation- Youth engagement must possess real meaning & purpose to both the organization and the individuals involved.

BEST PRACTICES

Youth Engaging in Governance

Youth are involved in making decisions about the whole organization. These are tips that work to make this experience meaningful and effective:

- There are roles for youth within the governance process that are written and approved by the organization
- Two or more youth provide input into the governance process either as members of the governing body or as advisors to the governance process
- Adult Allies are assigned to support youth
- Youth are provided with clear guidelines and expectations for their role(s)
- Youth are provided with a youth-friendly orientation to the work that is done by the organization and governance process*
- Both youth and adults are oriented on youth engagement practices as they relate to governance
- Meetings and materials are youth-friendly
- Youth participate in assessing the effectiveness of the youth engagement strategy within the governance process

YOUTH ENGAGING IN PROGRAMS

Youth make decisions about the programs that are delivered. These are tips that work to make this experience meaningful and effective:

- There are policies that define who can be engaged, their roles, responsibilities, boundaries, & recognition/compensation for youth engaged in program planning & implementation*
- Youth volunteers reflect the diversity of the community and programs of the agency (as applicable)
- Youth are provided with a youth-friendly orientation to the organization and program in which they are involved
- Adult allies seek, encourage and use input from youth before making decisions about program goals and delivery to ensure programs are meeting the needs and concerns of youth*
- Adult allies provides opportunities and support for youth to take on substantive leadership responsibilities within programs
- Youth are assisted as their roles change (i.e. when they are no longer youth, transitioning from volunteer to a mentor, etc.)
- Youth engagement initiatives are evaluated in partnership with youth

YOUTH ENGAGING IN PUBLIC SPEAKING

Youth speak publicly on behalf of the agency. These are tips that work to make this experience meaningful and effective:

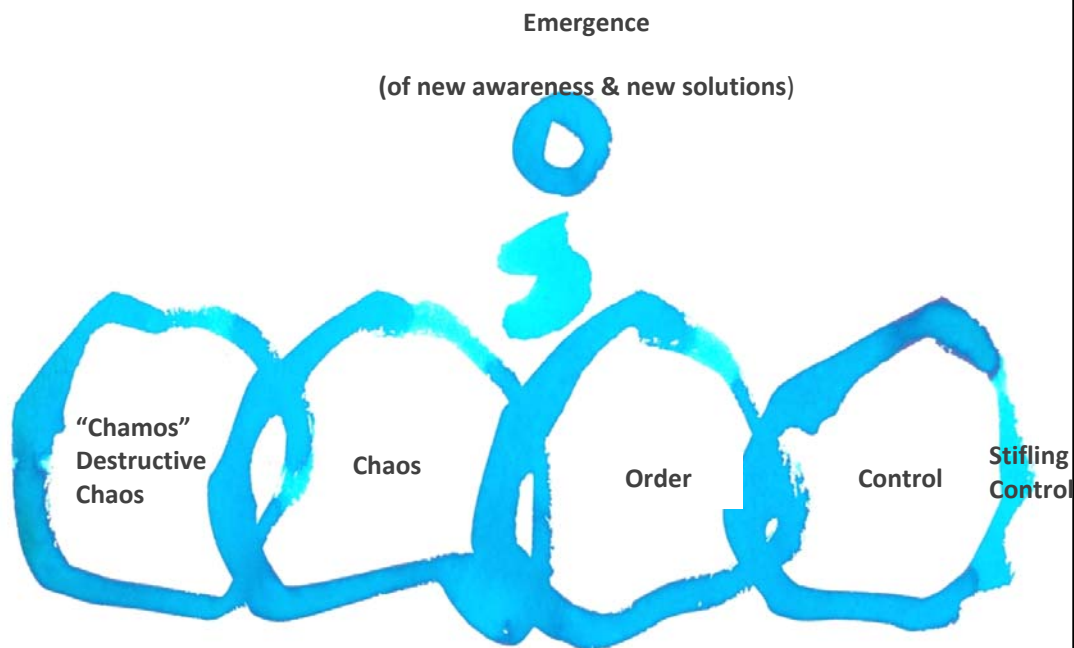
- Youth help to frame the message, and design the public education and mental health promotion strategy (e.g. Children's Mental Health Week, anti-stigma campaigns, etc.)
- Adult allies is assigned to prepare youth in public speaking skills, messaging, media relations

- Youth are provided with clear guidelines and expectations
- Youth understand the risks and benefits of sharing their story in public *
- Youth who share personal experiences through public speaking will give their informed consent and receive thorough preparation, support and debriefing *
- The organization has a written policy and/or procedure for youth to bring forward concerns regarding physical and emotional safety
- The organization provides a environment in which youth are physically and emotionally safe and respected
- Hours that youth work support their education and healthy development

YOUTH ENGAGING IN COUNSELLING & TREATMENT

- Youth make decisions about the treatment the receive. These are tips that work to make this experience meaningful and effective:
- The organization ensures that youth have opportunities to work with their therapists to adjust service to fit the individual's needs
- Therapists explain to youth, in a youth-friendly way, how services and supports are supposed to help
- There are clear steps to take when youth think they are receiving poor service or support
- Youth's opinions are just as important as the therapist's options in deciding what services and supports are needed
- Youth tell service providers what they think about the services they get from them.

MODELS

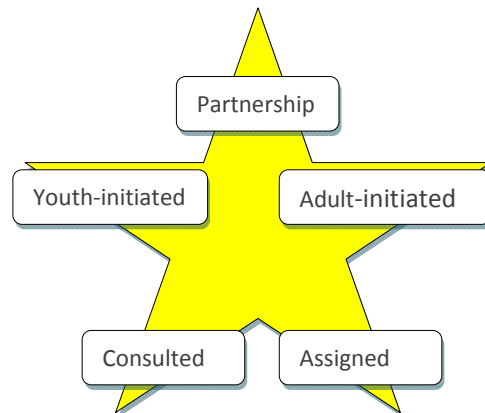


The Chaordic Path

In order for a new practice like Youth Engagement to emerge, staff and youth need to operate in the space between chaos and order. **Chaos** is all about new visions, wide-open possibilities, creativity and new ideas. Many youth are great at this. **Order** ensures that projects are organized and that there is a clear plan that will help execute ideas. True Adult Allies are great at this.

The Extremes: 1) **Control** ensures things are predictable but can lead people into apathy when there's too much control. Sometimes, when the chaos makes people uncomfortable, they go straight to control. 2) **Chamos** is the place where there is too much chaos, where people just keep talking about ideas but nothing ever happens. After a while, you get frustrated and stop showing up.

Positive & Negative Youth Engagement^{xvii}

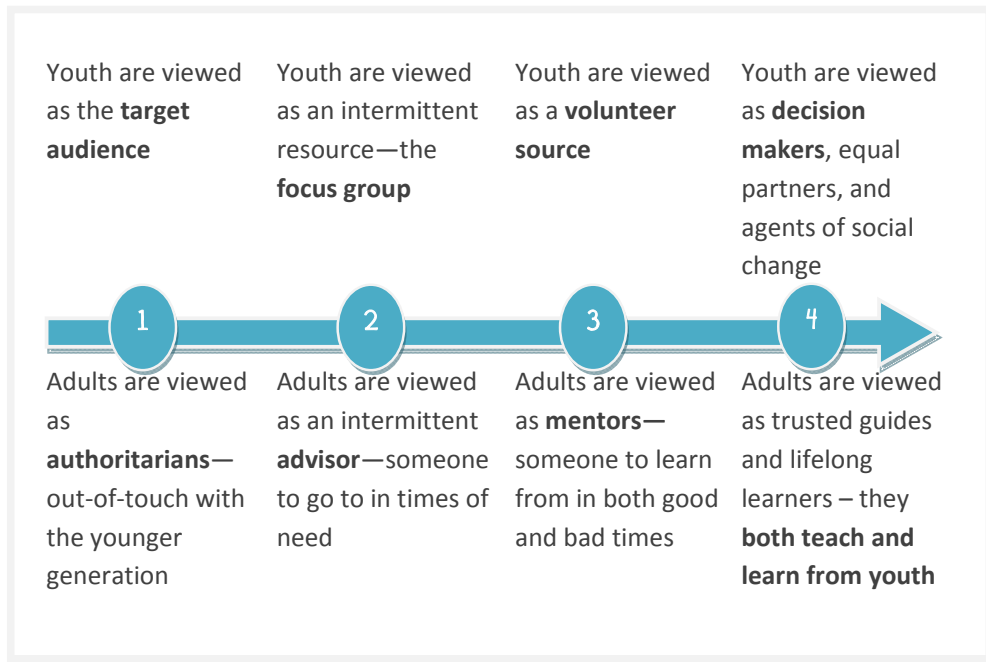


1. **Youth-Adult Partnerships:** Shared decision-making and equal power balance between youth and adults working as a collective to achieve common goals
2. **Youth Initiated:** Youth create project idea and involve adults to make it happen.
3. **Adult Initiated:** Adults create project idea and involve youth make it happen.
4. **Consulted and Informed:** Youth advise adults on ideas and projects and understand how their participation fits into the overall process.
5. **Assigned but informed:** Adults give youth specific tasks, but let youth know how their work will contribute to the project as a whole.



1. **Youth Tokenism:** Young people are invited to be members of a group but have little to no influence and decision making power. Avoid this by creating a structure where youth have access to one-on-one support, and procedures to bring forth ideas, opinions and concerns.
2. **Youth Decorations:** Young people are used to augment a cause with their presence at an event. Avoid this by only inviting youth if they contributed to the planning of the event or will benefit from attending as participants.
3. **Youth Manipulation:** Young people are advertised as being leaders of the initiative when in fact adults did all the work. Avoid this by being honest and educate youth prior on the hard work done by adults - work to gain their genuine support as if they were other endorsers.

Youth Infusion Model of Attitudes^{xviii}



One of the biggest barriers to introducing youth engagement practice into adult-lead organizations is the biases that both youth and adults possess about each other, and if these false perceptions are not addressed it can lead to oppressive behaviours. Of course, attitudes work both ways. The *Continuum of Change* (a conceptual model developed by Youth Infusion) illustrates the different ways that youth and adults may perceive one another within partnerships.

TRAINING METHODS

This seminar uses activities from The Art of Hosting & Harvesting Conversations that Matter.^{xix} The Art of Hosting teaches that:

Conversations Matter- It is common sense to bring more people together in conversation. It is the way we have done it in generations past, gathering round fires and sitting in circles. Conversation is the way we think and make meaning together. It builds strong relationships that invite real collaboration.

Meaningful Conversations Lead to Wise Actions - Human beings who are involved and invited to work together only pay attention to that which is meaningful to them. Conversations that surface a shared clarity on issues of importance foster

ownership and responsibility that leads to action. Actions that come out of collective clarity are sustainable.

The Art of Hosting is an approach used to create a container in which groups of people are safe to:

- learn to be together in the best possible way
- remember and speak about the knowledge and experience they hold
- appreciate that being afraid is part of the journey and so gain the courage to travel through the fear
- be together in an authentic way

The Art of Hosting uses several activities, which include:

- **The Circle**- The first and most basic will be the Circle. A circle is a place where youth, adults and facilitators are equals. No one is higher or lower and everyone respects the voices of the others.
- **Open Space Technology**^{xx}- Open Space Technology is a process originally designed by Harrison Owen that allows leadership and the agenda structure to emerge from the participants.
- **World Café**- The World Cafe is a method for creating a living network of collaborative dialogue around questions that matter in real life situations.
- **Mind Mapping**^{xxi}- A collective mind-map is a quick and simple way to create a shared overview of issues and opportunities relevant to a particular subject or challenge.

The Circle

Circles are used for “checking in” and “checking out”. They are also used during the group harvest and during the teaches. According to Peer Spirit, there are three principles of Circle: **rotate leadership, take responsibility & have a higher purpose** that you gather around⁶.

Four Agreements of Circle

- Listen without judgment (slow down and listen)
- Whatever is said in circle stays in circle
- Offer what you can and ask for what you need
- Silence is also part of the conversation

Materials Needed

- Chairs arranged in a circle—folks should be able to view each other without impediments (i.e. tables or desks)
- Object for the centre—this is to bring focus. It can be flowers, a poster stating the intention or purpose of the gathering, or any other object that has meaning.
- Talking piece
- Chime, bell, or other instrument call everyone to attention
- Materials for harvesting conversation

⁶ Information generously donated to the Art of Hosting Community by Peer Spirit

The World Café

Minimum Time Required: 60 minutes

The World Café is a method for creating dialogue around questions that matter in real life situations. (From The World Café Resource Guide)

Cafe Etiquette

- Focus on what matters!
- Contribute your thinking and experience
- Listen to understand
- Connect ideas
- Listen together for deeper patterns, insights & deeper questions
- Play, Doodle, Draw!

General Flow of a World Café

- Seat 4-5 people at café-style tables or in clusters without tables.
- Start the first conversation (20-30 mins.) based on some **good questions!**
- One person stays at the table and invite the others move to other tables
- Table hosts share insights, questions, and ideas briefly
- Start the second round of conversation (20-30 mins.) based on some **good questions!**
- Depending on time, **rotate again** (can rotate up to 4 times).
- After all the conversations are finished, **harvest** the conversations.

Materials Needed

- Small tables (36-42"), preferably round, with tablecloths
- Chairs for participants and presenters
- Flip chart paper
- Markers

Open Space Technology

Minimum Time required: 90 minutes

The agenda is set by people with the power and desire to see it through.⁷

General Flow of an Open Space Meeting

- **Prepare the Marketplace** for the agenda of the session.
- **Check-in circle** to connect to purpose of the session and with each other.
Provide an overview of the Law, Principles, Roles and Marketplace
- Anyone can write his/her topic of conversation on a piece of paper, announce it & post it on the wall, choosing a time and a place to meet.
- This process continues until there are no more agenda items or all the spaces are filled.
- **Participants go** to the conversations they want to be involved in.
- Conveners host and harvest conversations.
- Convene circle to harvest learning

Law and Principles

The Law of Mobility- If you are not learning or contributing, move to conversation where you can (Passion & Responsibility). **Principles:**

- Whoever comes are the right people
- Whenever it starts is the right time
- Whatever happens is the only thing that could have
- When it's over it's over

Roles in Open Space

- Host—announce and host a workshop
- Participant—participate in a workshop
- Bumble bee—"shop" between workshops
- Butterfly—take time out to reflect

⁷ www.openspaceworld.org

Materials Needed

- Circle of **chairs** for participants
- **Letters or numbers** around the room to indicate meeting locations
- **A blank wall** that will become the agenda
- **Paper** on which to write session topics/questions
- **Markers**
- **Posters** of the Principles, Law of Two Feet, and Roles
- **Materials** for harvest

The Pro Action Café

Minimum Time required: 90 minutes

Pro Action Café is a blend of 'World Café' and 'Open Space' technologies. It is useful for hosting conversations about questions and projects that matter to the people that attend.

General Flow of a Pro Action Café:

- **Prepare the matrix** for the agenda of the session.
- **Check-in circle** to connect to purpose of the session and with each other
- Ask participants to think of a project they want to do. When they have something in mind, they **write it down in the form of a question** that others can help them answer. People can help each other articulate the right question. **People with a question stand up, speak it and post it** on the agenda choosing their table. We do that until each table has a question.
- The person who named the question sits at the table they chose.
- **Participants go to the tables where they want to contribute or learn.** Only three participants are able to join one host (forming groups of four).
- The **first round** of conversation (20-30 mins) begins by having each table answer, ***“What is the quest behind the question?”***.
- Everyone can help harvest the learning on flipchart paper.
- When the time is up, the hosts stay and the **participants move** to another table
- The **second round** of conversation (20-30 mins) begins by having each table answer, ***“What is missing?”*** This is a discovery question. Once the quest has been redefined, what makes the picture more complete?
- When the time is up, the hosts stay and the **participants move** to another table
- A **third round** (20-30 mins) is held where 3 new participants visit the tables and help the host answer, ***“What next steps will I take? What help do I need? What did I learn?”***
- Convene circle to harvest learning

Materials Needed:

- **Small tables** (36-42”), preferably round
- **Chairs** (Ideally, there would be a **circle in one half the room and a cafe on the other half**).
- **Tablecloths**
- **Flip chart** paper
- **Markers**
- **Posters** showing the Café Etiquette
- Materials for **harvesting**
- **Letters or numbers** on each table
- **A blank wall** that will become the agenda
- **Paper** on which to write session topics/questions

OPENINGS & POSSIBILITIES WORKSHOP AGENDA

Workshop Description

This interactive and intensive workshop has been carefully crafted to address the specific needs of mental health agencies, and will present professionals with practical strategies and tools for initiating youth engagement practice into the work that they do. The purpose of this beginners training workshop is not only to introduce theories and principles of Youth Engagement, but also to reduce the anxieties of professionals to work alongside youth in roles that extend beyond the traditional client-service provider relationship. Through reflection, problem-solving, visioning, and planning, participants will become armed with strategies to implement effective Youth Engagement practices within their agency.

Who Should Attend

This is a beginners course designed for a mental health agency serving youth. In order for an agency to adopt Youth Engagement staff at all levels (i.e., front-line workers, management, board members, etc.) must be trained on the principles and practices. No more than 30 staff from one mental health agency should attend.


Purpose of the Workshop

Guiding Question: *How do we initiate Youth Engagement?*

By the end of this workshop, you will:

- know the **benefits & outcomes** that youth engagement brings to youth, adult allies, organizations and the overall community;
- understand **how to assess the capacity** of your agency to engage youth;
- Understand the **rights and risks** associated with youth engagement, and identify solutions for overcoming potential barriers;
- **craft a plan** to help make your agency 'youth-friendly'; and
- explore effective **recruitment & retention** strategies to encourage youth to want to become engaged with your agency.

Time required for program 7 hours

Purpose, Set-up & Time	Process & Content
<p>Purpose: create the optimal learning conditions</p> <p>Set-up: Ideally, there would be a circle in one half the room and a cafe on the other half</p> <p>Time: 60 min.</p> <p>1 Hour Prior to Start Time</p>	<p>Preparing the space</p> <p>Who: Venue & Logistics Team: (i.e., staff from the local agency) & Facilitators</p> <p>Process: Chairs should be arranged so that everyone sits in a circle and can see one another. If there are more people than can fit in one circle, arrange chairs in concentric circles. </p> <p>The speaker will speak from the centre of the room. Also, in the centre will be a focal point i.e. plant, object, etc.</p> <p>Flip chart paper should be available.</p>
<p>Purpose: to welcome participants & provides elements of context</p> <p>Set up: Circle</p> <p>Time: 10 min</p>	<p>Welcome and short framing of the training</p> <p>Who: The Caller (i.e., staff from the local agency)</p> <p>Process: The person will share her/his sense of:</p> <ul style="list-style-type: none"> • how this training can help the organization • how it fits in the wide range programs offered by the organization • the purpose and objectives of the workshop • how this Youth Engagement could be useful for the particular areas of activity of the participants <p>The person then introduces the Facilitators</p>
<p>Purpose: to warm everyone up and get to know people</p> <p>Set up: Circle</p> <p>Time: 10 min</p>	<p>Icebreaker</p> <p>Process: i.e. Connect, Check-in circle, Check-in Pairs, etc.</p>
<p>Purpose: to create clarity about the purpose of the workshop</p>	<p>Introduction to the programme</p> <p>Who: Facilitators</p>

<p>Set up: Circle</p> <p>Time: 5 min</p>	<p>Process: The facilitators will:</p> <ul style="list-style-type: none"> • Introduce the programme agenda • Name the key question for the workshop: “What is Youth Engagement & how do I initiate the practice?” <p>The training covers three of the five steps to initiate and sustain youth engagement: 1) Analyse your current position, 2) Create a Youth Friendly Environment and 3) Get Youth On Board.</p>
<p>Purpose: to become self-reflective & grounded in their own experience</p> <p>Set up: Circle</p> <p>Time: 5 min</p>	<p>Reflection- Youth-Adult Partnerships</p> <p>Process: Ask participants to do the Youth-Adult Partnership reflection questionnaire</p> <p>Afterwards, ask if anyone learned something new about themselves.</p>
<p>Purpose: Build understanding of WC</p> <p>Set up: Circle</p> <p>Time: 5 min</p>	<p>Introduction to World Café</p> <p>Who: Facilitator</p> <p>The facilitator will:</p> <ul style="list-style-type: none"> • Introduce World Café method and etiquette (see above) • Describe how each group will harvest using Head, Heart, Feet model
<p>Purpose: To understand the interests, anxieties and new ideas people have about starting Youth Engagement.</p> <p>Set up: cafe</p> <p>Time: 60 min</p>	<p>World Cafe: Analyse Your Current Position</p> <p>Process: The facilitator will guide participants through three rounds with one question each (20 minutes). Example questions:</p> <ul style="list-style-type: none"> • Why is youth engagement is important? • What are the fears and barriers to sharing power with youth? • How will you manage the risks involved with sharing power?
<p>Purpose: To record the learning</p> <p>Set up: Circle</p> <p>Time: 20 min</p>	<p>Harvest</p> <p>Process: After the cafe, bring everyone back to Circle and share insights using the Head, Heart, Feet model.</p> <p>Each model will be posted in the room as a resource for participants to refer to throughout the training.</p>
<p>Purpose: To name the</p>	<p>Teach: What is Youth Engagement</p>

<p>definitions, benefits & outcomes of youth engagement</p> <p>Set up: Circle</p> <p>Time: 30 min</p>	<p>Process: the Facilitators will speak to:</p> <ul style="list-style-type: none"> the definitions, outcomes and benefits of Youth Engagement, the United Nations Convention Rights of the Child and the Ministry of Children & Youth Services' Goals for Youth Engagement <p>Participants will be given time to ask questions</p>
<p>Purpose: To analyse your current position using models that address:</p> <ol style="list-style-type: none"> 1) Attitudes youth and adults hold about working together 2) Positive & Negative Youth Engagement 3) How new ideas emerge <p>Set up: circle</p> <p>Time: 45 min</p>	<p>Case Cafe: Mental Models</p> <p>Process: The group will choose one of three models to learn about and then go to that table. Each of the three facilitators will spend 15 minutes discussing his/her model. After the first round, participants will rotate to learn about another model. If time permits, they will then go to the final model. Facilitators repeat their presentations for each new group.</p>
<p>Purpose: To locate themselves on a map of Youth Engagement</p> <p>Set up: circle</p> <p>Time: 30 min</p>	<p>Harvest</p> <p>Independently allow participants to use one model they learned about and write where they think they are (can be shared with group or kept individually)</p>
<p>Purpose: To learn how to create youth-friendly environments</p> <p>Set up: Cafe</p> <p>Time: 30 min</p>	<p>Cafe: Transforming Space to Place</p> <p>Participants will use materials provided to create youth-friendly physical & social environments.</p> <p>2 Rounds, 15 minutes each</p> <ol style="list-style-type: none"> 1. What does a Youth friendly place look like? 2. What does a youth friendly space look like?
<p>Purpose: To learn from others about youth-friendly environments</p> <p>Set-up: circle</p> <p>Time: 10 min</p>	<p>Debrief & View others' spaces</p> <p>Once the spaces have been created, participants will circulate around and view. One host will be asked to stay back and present the model. This is a time to ask questions.</p>

<p>Purpose: To learn how to recruit youth</p> <p>Set up: Circle</p> <p>Time: 15 min</p>	<p>Story Telling & Listening for Themes</p> <p>Youth & Adult practitioners of youth engagement will share their stories, recommendations, and effective strategies for recruiting youth.</p>
<p>Purpose: To locate themselves on a map of Youth Engagement</p> <p>Set up: Circle</p> <p>Time: 10 min</p>	<p>Record- using Stop Lights model</p> <p>Participants will be asked to share their learning using the Red, Light, Green light model</p> <p>Some participants will share their learning</p>
<p>Purpose: to create an action plan for staff to use to implement Youth Engagement initiatives</p> <p>Set up: Circle & Cafe</p> <p>Time: 90 minutes</p>	<p>Pro-action Cafe</p> <p>Participants will identify a project they'd like help with. Others will help them by asking them questions.</p> <p>Questions</p> <ol style="list-style-type: none"> 1. What is the quest behind question/ project? 2. What is missing? 3. What am I learning about myself? – What am I learning about my project? 4. What next steps will I take? What help do I still need?
<p>Purpose: to share tips for success</p> <p>Set up: Circle</p> <p>Time: 10 minutes</p>	<p>Teach: Closing Tips</p> <p>Facilitators will share tips from:</p> <ul style="list-style-type: none"> • Flexivol Models of what attracts youth volunteers • Findings from The New Mentality • Tips from the Innovation Centre
<p>Purpose: Conclude and close.</p> <p>Set up: Circle</p> <p>Time: 20 min</p>	<p>Check out</p> <p>The facilitator will ask participants</p> <ul style="list-style-type: none"> • What am I grateful for? • What are my next steps?
<p>Purpose: Conclude - and close</p> <p>Set up: circle</p> <p>Time: 5 min</p>	<p>Thank you and close</p> <p>The caller closes the meeting:</p> <ul style="list-style-type: none"> • Thanks facilitators • Thanks participants

	<ul style="list-style-type: none">• Speaks of her next steps and how she will support the next actions
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BROADENING & STRENGTHENING SEMINAR AGENDA

Seminar Description

The purpose of this seminar is to offer mental health professionals and youth leaders proven strategies to strengthen, sustain, and evaluate youth engagement efforts. It also offers opportunities for multiple agencies to come together to learn, network, and build a community of practice. This interactive and intensive full-day workshop has been carefully crafted to address the specific needs of child and youth-serving mental health agencies, and will present professionals with practical strategies and tools for sustaining and evaluating youth engagement practice.

Who Should Attend

The focus will be on strengthening the mental health agency through collaboration and community building with other community agencies (i.e., other mental health agencies, Boys and Girls Clubs, YMCA, etc.). The following individuals should attend:

- One youth-serving mental health agency
- Five youth-serving agencies, preferably youth-serving mental health agencies but other youth-serving agencies are allowed
- From **each** agency, the following participants are encouraged to attend:
 - **Three** staff members- ideally from different levels within the organization (i.e., front-line workers, management, board members etc.)- who are experienced in Youth Engagement.
 - **Two** youth acting as leaders & decision-makers within the organization (i.e., youth on committees, advisories, the Board, speakers, workshop facilitators, etc.)

Purpose of the Seminar

Guiding Question: *How do we sustain youth engagement practice?*

By the end of this workshop, you will be able to:

- Be versed in a number of strategies to further youth engagement practice and embed it across an agency
- Demonstrate a comprehensive understanding of Participatory Evaluation and Participatory Action Research and how both can be used to enhance youth engagement practice
- Increased awareness of youth engagement activities across the province

Time required for program 7.5 hours

Purpose, set-up & time	Process & Content
<p>Purpose: create the optimal learning conditions</p> <p>Set-up: Ideally, there would be a circle in one half the room and a cafe on the other half</p> <p>Time: 60 min.</p> <p>1 Hour Prior to Start Time</p>	<p>Preparing the space</p> <p>Who: Venue & Logistics Team: (i.e., staff from the local agency) & Facilitators</p>
<p>Purpose: to welcome participants & provides elements of context</p> <p>Set up: Circle</p> <p>Time: 10 min</p>	<p>Welcome and short framing of the training</p> <p>Who: The Caller (i.e., staff from the local agency)</p> <p>The person will share her/his sense of:</p> <ul style="list-style-type: none"> • how this training can help the organization • how it fits in the wide range programs offered by the organization • the purpose and objectives of the workshop • how this Youth Engagement could be useful for the particular areas of activity of the

	<p>participants</p> <p>The person than introduces the Facilitators</p>
<p>Purpose: to warm everyone up and get to know people</p> <p>Set up: Circle</p> <p>Time: 10 min</p>	<p>Icebreaker</p>
<p>Purpose: to create clarity about the purpose of the workshop</p> <p>Set up: Circle</p> <p>Time: 5 min</p>	<p>Introduction to the programme</p> <p>The facilitators will:</p> <ul style="list-style-type: none"> • Introduce the programme agenda • Name the key question for the workshop: What is Youth Engagement & why would I do it?
<p>Purpose: To name the definitions, benefits & outcomes of youth engagement</p> <p>Set up: Circle</p> <p>Time: 30 min</p>	<p>Teach: What is Youth Engagement</p> <p>The Facilitators will speak to:</p> <ul style="list-style-type: none"> • the definitions, • outcomes and benefits of Youth Engagement, • the United Nations Convention Rights of the Child and the • Ministry of Children & Youth Services' Goals for Youth Engagement <p>Participants will be given time to ask questions</p>
<p>Purpose: Build understanding of WC</p> <p>Set up: Circle</p> <p>Time: 5 min</p>	<p>Introduction to World Café</p> <p>Who: Facilitator</p> <p>The facilitator will:</p> <ul style="list-style-type: none"> • Introduce World Café method and etiquette • Describe how each group will harvest using Head, Heart, Feet model

<p>Purpose: to build on successes</p> <p>Set up: Cafe</p> <p>Time: 60 min.</p>	<p>World Cafe: Understanding What's Working & Why</p> <p>The facilitator will guide participants through three rounds of questions. Each round is 20 minutes.</p> <p>Example Questions:</p> <ol style="list-style-type: none"> 1. What is working within the organization to engage youth? 2. What factors strategies or processes made the effort so successful? 3. If your agency were to tackle this same initiative again, what do you think it could do to build on its success?
<p>Purpose: To record the learning</p> <p>Set up: circle</p> <p>Time: 20 min.</p>	<p>Harvest</p> <p>After the cafe, bring everyone back to Circle and share insights using a Mind Map.</p>
<p>Purpose: to learn best practices for Youth Engagement</p> <p>Set up: Cafe</p> <p>Time: 40 min.</p>	<p>Case Cafe: Best Practices</p> <p>Have three facilitators spend 20 minutes discussing one best practice area. Participants will choose the one that's most interesting. After round 1, participants choose another best practice area & the facilitator repeats his/her presentation. Depending on time, participants can visit 2 or three best practice areas.</p> <p>Best Practice Example Areas:</p> <ol style="list-style-type: none"> 1. Governance 2. Programs 3. Public Speaking 4. Treatment
<p>Purpose: To locate themselves on a map of Youth Engagement</p> <p>Set up: circle</p> <p>Time: 30 min</p>	<p>Harvest</p> <p>Facilitators convene Circle and asks participants share their learning or insights.</p> <p>Example questions:</p> <ol style="list-style-type: none"> 1. What did you learn from the teach? 2. What new project/initiative do you think you could do based on the learning?

	3. What could we do to better carryout youth engagement efforts?
Purpose: To connect with the purpose and process of the session Set up: Circle Time: 5 min	Introduce Open Space Technology The facilitator will provide an overview of the Law, Principles, Roles and Marketplace
Purpose: To create an action plan and/or resolve a current barrier Set up: Numbered areas for small group conversations Time: 90 min	Open Space: Case Studies Guiding Question What if you knew right now would amplify the work your doing? There will be 3 time blocks, each 30 minutes.
Purpose: share learning with others Set up: Circle Time: 30 mins.	Harvest Facilitators convene Circle and asks participants share their learning or insights using the Head, Heart, Feet Model.
Purpose: Learn how participatory evaluation can be done Set up: Circle Time: 15 mins	New Mentality Pilot Project Evaluation Video
Purpose: to learn how to evaluation Youth Engagement efforts Set up: Cafe Time: 60 min.	World Cafe: Participatory Evaluation The facilitator will guide participants through three rounds of questions. Each round is 20 minutes. Example Questions: <ol style="list-style-type: none"> 1. How can you show what you are doing works? 2. How can you involve youth in the process? 3. How can you share your findings?
Purpose: To record the learning Set up: circle Time: 20 min	Harvest After the cafe, bring everyone back to Circle and share insights using a Mind Map.
Purpose:	Check out

<p>Conclude and close.</p> <p>Set up: Circle</p> <p>Time: 20 min</p>	<p>The facilitator will ask participants</p> <ul style="list-style-type: none"> • What am I grateful for? • What are my next steps?
<p>Purpose: Conclude - and close</p> <p>Set up: circle</p> <p>Time: 5 min</p>	<p>Thank you and close</p> <p>The caller closes the meeting:</p> <ul style="list-style-type: none"> • Thanks facilitators • Thanks participants • Speaks of her next steps and how she will support the next actions

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