

16 CORE COMMITMENTS

BUILDING BLOCKS FOR SUBSTANTIAL & SUSTAINED COLLABORATION WITH YOUNG PEOPLE

1 Support from the top
Senior leadership believes it is crucial to bring the future in-house based on the fundamental moral principle of genuine youth integration.

2 Staff consensus
Organizational commitment to infuse teens in various operations and shared decision making is vigorously debated among employees before moving forward.

3 Dedicated resources
Funding is secured for all aspects of organizational readiness, including trainings, implementation and evaluation.

4 Presume competence
Everyone's knowledge is respected regardless of age or background.

5 Team design
The planning process involves a cohort of young people to co-create the blueprint for engaging those under age 18.

6 Inclusive recruitment
Intentional and culturally sensitive efforts are made to attract and retain those young people most directly impacted and furthest from power.

7 Cohesive cohort
A solid cadre of at least half a dozen young people are brought on board to increase solidarity and productivity.

8 Compensation
Young co-strategists are authentically valued and equitably compensated for their time and talents.

9 Extra support
Staff are recognized and compensated fairly for their direct work with young people that requires special skills and carries unusual demands.

10 Flexible scheduling
Meeting times and project assignments are adjusted to accommodate school and other responsibilities.

11 Frequent communications

One-to-ones with youths are prioritized, and interactions with other staff and departments are encouraged.

12 Jargon-free language

Efforts are made to create a balanced information exchange between teens and professionals.

13 Feedback loops

Participation in the decision-making process includes transparency on how pending proposals are churning through the organizational machinery.

14 Adult-youth equity

Organizational practices adopt more inclusive and democratic practices to maximize involvement of youths in multiple operations.

15 Adaptation

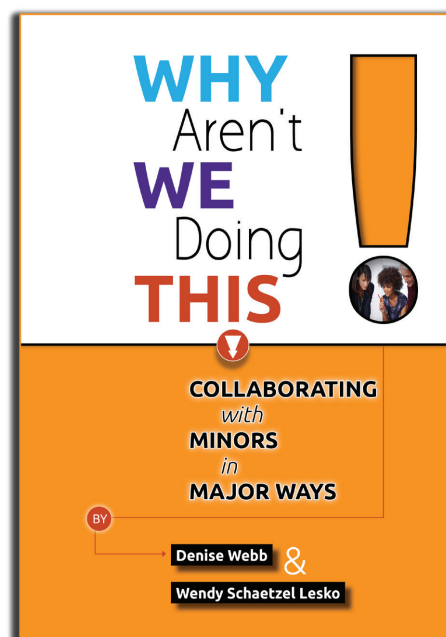
Continual experimentation is expected and encouraged to achieve radical youth inclusion.

16 Affirmation

The multiple impacts of young thought partners are shared to inspire the organization as well as the broader public to join this growing movement.



EXCERPT



WHY AREN'T WE DOING THIS!
Collaborating with Minors in Major Ways
by interGEN duo Denise Webb and Wendy Schaezel Lesko

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