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# Youth Involvement

## 3.4 Organizational Roadblocks to Youth Involvement

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**Objectives:** Participants will identify barriers to youth involvement in their workplace

Participants will identify possible solutions to organizational road blocks

**Material:** Newsprint, paper, pens, markers, tape

Handout: 3.4. Increasing Youth Involvement

3.1.C Legal and Other Consideration for Youth on Non for Profit Boards in New York State

**Time:** 30 - 40 minutes

**Audience:** General

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### Lesson Plan

While talking about youth involvement, creating meaningful roles for young people have in our organizations, we can see the benefits for young people and for us. What happens when we decide to make this a reality? You really want to bring young people to the table, give them responsibilities and decision making power. Do you think your co-workers and administrators are willing to go along? What are some of the roadblocks that might get in the way?

**Step 1> Small group activity (30 min)**

Let's take a minute to think about your workplace and the barriers you foresee. Give an example – what issue came to mind right away? *Ask for a volunteer.*

*Ask participants to team up with a neighbor (does not have to be a colleague) and discuss barriers and possible solutions. Ask them to highlight and write down the 3 most important ones. They have 10 minutes. Give all groups paper to write on.*

*Process. Ask for volunteers to name one barrier and possible solutions. Write comments down on newsprint (use different color marker for issues and solutions). Ask if other people have different solutions. Add them.*

*Process at least 4 issues (important issues are adultism, communication/language, logistical issues such as transportation, legal restriction).*

This discussion shows that we will face many challenges, some tough ones. On the positive side, we were able to gather many creative ideas on how to solve some of those barriers. Youth involvement is a powerful concept that holds much promise, but it will take commitment, effort and time to prepare young people and adults to work together effectively.

*Distribute handouts: 3.4 Increasing Youth Involvement and 3.1.C Legal and Other Consideration for Youth on Non for Profit Boards in New York State.*

*Provide information on several helpful resources: Youth on Board, Hampton Youth Commission Manual, Youth Infusion & Maximum Youth Involvement (see references)*

### **Facilitation Tips**

1. This activity is best presented in combination with activities 3.1 Meaningful Roles for Young People and 3.3. Benefits of Youth Involvement.
2. Add a “Bump it up” component to the activity. Give groups newsprint and markers instead of paper and pens. Ask them to write down the three most important barriers and possible solutions. Then ask groups to hand on their newsprint to another group to bump it up, essentially to add other possible solutions to the ones already identified. The groups can bump it up one more time. This makes it more interactive and generates additional ideas. Then groups can hang up their newsprint and present the findings.