

**FUTURE  
NORTH**



a network for youth

**FUTUR  
DU NORD**



réseau jeunesse

## **ADVOCACY ACTION TEAM**

Working from within the system  
to transform the youth experience

September 2021



**Canada**

319 Lasalle Boulevard  
Sudbury, ON P3A 1W7

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# Youth Engagement Strategies (Y.E.S)

## Surveys, Questionnaires and Focus Groups

Tools used to determine service needs, conduct community outreach and evaluate project outcomes.

## Youth Participation in Committees

Youth representation at the Leadership table and Action Teams. Youth provide constructive feedback on project proposals and how they reflect the needs of youth in the community.

## Guest Speakers

Create opportunities for youth with lived experience to share stories that will help service providers understand the barriers youth face in pursuing education and employment opportunities.

## Youth Led Projects

Create opportunities where youth are designing, leading and implementing project ideas with mentorship and resource support.

## Mentorship

Connecting youth with adult allies and creating opportunities for skill and knowledge development.

Pillar	Navigation Connecting youth to opportunities, pathways and supports that align with their future goals	Education Turning hands-on community projects into co-op credit and employment for youth	Partnership Working together to test innovative ideas and bring youth to the table	Advocacy Working from within the system to transform the youth experience
Overview	Address service navigation challenges that youth face in the community	Utilize community development projects as alternative education programs	Utilize collective impact model to share responsibility of system change	Highlight and address the barriers that youth face to education, employment and civic engagement
Goal	To increase accessibility to existing supports on a Municipal, Provincial and Federal level	To increase the number of co-op students, interns and alternative education students through the Future North network	To work in partnership with youth, community agencies, businesses and political leaders to move the work of the initiative forward	To increase communication between youth-serving agencies; research and report on barriers and advocate for youth to participate in their community
Y.E.S Implemented	<ul style="list-style-type: none"> <li>Youth-led focus groups and surveys used to gather information from youth in the community on how to design and create the Technology Hub.</li> <li>Youth-led Project: Youth interns designed and implemented a financed project.</li> <li>Youth-led trainings and webinars.</li> </ul>	<ul style="list-style-type: none"> <li>Youth are allowed to explore their carpentry skills with the build of the harbour, providing tangible, hands-on experience.</li> <li>Youth are involved as evaluators and researchers by gathering feedback from other youth to analyze quality improvements.</li> </ul>	<ul style="list-style-type: none"> <li>Designated seats for youth at the Leadership table and action teams.</li> <li>Youth and adults join together as equals to be a part of a shared decision-making process.</li> </ul>	<ul style="list-style-type: none"> <li>Youth Expert Panel: youth provide ideas on how to support young people within the community, as well as provide constructive feedback and insight on proposals and how they reflect the needs of youth.</li> <li>Youth attend the Leadership Table as Guest Speakers to advocate for their needs.</li> </ul>

## Meaningful Collaboration with Youth

1. Use Continuous Feedback Loops
  2. Meet Youth Where They Are at
  3. Develop Trust
  4. Be accountable
  5. Recognize the value of lived experience
  6. Communicate on the same level
  7. Affirm the work and contribution of youth as equals
- (Tamarack Institute, 2020)

# Stratégies d'engagement des jeunes (SEJ)

**Sondages, questionnaires et groupes de discussion**  
Outils utilisés pour déterminer les besoins en services, mener des activités de sensibilisation communautaire et évaluer les résultats du projet.

**Participation des jeunes aux comités**  
Représentation des jeunes à la table de leadership et dans les équipes d'action. Les jeunes donnent des commentaires constructifs sur les propositions de projet et sur la façon dont ces propositions reflètent les besoins des jeunes dans la communauté.

**Conférencières et conférenciers invités**  
Créer des occasions, pour les jeunes ayant une expérience vécue, de partager des histoires qui aideront les fournisseurs de services à comprendre les obstacles auxquels font face les jeunes lorsqu'ils et elles poursuivent des possibilités d'éducation et d'emploi.

**Projets dirigés par des jeunes**  
Créer des occasions permettant aux jeunes de concevoir, diriger et mettre en œuvre des idées de projet avec du mentorat et du soutien en matière de ressources.

**Mentorat**  
Mettre les jeunes en contact avec des allié-e-s adultes et créer des possibilités leur permettant de développer leurs compétences et connaissances.

Pilier	<b>Navigation</b> Mettre les jeunes en lien avec des possibilités, des parcours et des soutiens qui s'alignent sur leurs objectifs d'avenir	<b>Éducation</b> Transformer des projets pratiques communautaires en crédits d'éducation coopérative et en emplois pour les jeunes	<b>Partenariat</b> Travailler ensemble pour mettre à l'essai des idées novatrices et amener les jeunes à la table des discussions	<b>Intervention</b> Travailler de l'intérieur du système pour transformer l'expérience des jeunes
Aperçu	S'attaquer aux problèmes de navigation auxquels les jeunes font face dans la communauté	Utiliser les projets de développement communautaire comme programmes d'éducation alternative	Utiliser le modèle d'impact collectif pour partager la responsabilité de changer le système	Mettre en évidence et éliminer les obstacles auxquels les jeunes se heurtent en matière d'éducation, d'emploi et d'engagement civique
Objectif	Accroître l'accessibilité aux soutiens existants à l'échelle municipale, provinciale et fédérale	Accroître le nombre de stagiaires et d'étudiant-e-s en éducation coopérative et en éducation alternative par l'entremise du réseau Futur du Nord	Travailler en partenariat avec les jeunes, les organismes communautaires, les entreprises et les dirigeant-e-s politiques pour faire avancer le travail de l'initiative	Accroître la communication entre les organismes qui offrent des services aux jeunes; effectuer des recherches et produire des rapports sur les obstacles, et promouvoir la participation des jeunes dans leur communauté
Mise en œuvre des stratégies (SEJ)	<ul style="list-style-type: none"> <li>Groupes de discussion et sondages menés par des jeunes pour recueillir de l'information auprès des jeunes de la communauté sur la façon de concevoir et de créer le carrefour de la technologie.</li> <li>Projet dirigé par des jeunes : de jeunes stagiaires ont conçu et mis en œuvre un projet financé.</li> <li>Formations et webinaires dirigés par des jeunes.</li> </ul>	<ul style="list-style-type: none"> <li>Les jeunes ont le droit d'explorer leurs compétences en menuiserie pendant la construction de la tonnelle, ce qui leur permet d'acquérir une expérience concrète et pratique.</li> <li>Les jeunes participent à titre d'évaluateurs et évaluatrices, et de chercheurs et chercheuses en recueillant les commentaires d'autres jeunes afin d'analyser les améliorations de la qualité.</li> </ul>	<ul style="list-style-type: none"> <li>Des places sont réservées aux jeunes à la table de leadership et dans les équipes d'action.</li> <li>Les jeunes et les adultes se réunissent sur un pied d'égalité pour participer à un processus décisionnel partagé.</li> </ul>	<ul style="list-style-type: none"> <li>Groupe de jeunes experts et expertes : Les jeunes donnent des idées sur la façon de soutenir les jeunes dans la communauté, en plus de fournir des commentaires constructifs et des idées sur les propositions et sur la façon dont ces propositions reflètent les besoins des jeunes.</li> <li>Les jeunes participent à la table de leadership en tant que conférenciers invités et conférencières invitées pour défendre leurs besoins.</li> </ul>

## Collaboration significative avec les jeunes

1. Soyez toujours à l'affût de rétroaction
2. Allez à la rencontre des jeunes là où ils se trouvent
3. Instaurez un lien de confiance
4. Assurez-vous de l'imputabilité
5. Reconnaissez la valeur des expériences vécues
6. Communiquez au même niveau
7. Valorisez le travail et l'apport des jeunes à titre d'égaux

(Institut Tamarack, 2020)



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Thank you for joining us and becoming a part of our growing network. We have put together a package for you to lend some insight into the work that we do as a collective and to help you further understand the work involved within this action team.

As an important part of the process, we ask that you consider your overall commitments to work, family life, recreation and other community work that you may be involved in.

At Future North / Futur du Nord, we value and emphasize the importance of work or school/ life balance. We ask that you regularly evaluate your existing commitments and share openly with us at any time if for any reason you are no longer able to participate within an action team or other partnership responsibilities.

We appreciate the work of all of our partners and commit to utilizing your time in the most effective way to show our respect for your time.

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I acknowledge that I have read and understand the terms of reference, chairperson and co-chairperson responsibilities and prepare to commit myself as a partner within the Future North / Futur du Nord network. I understand that I may, at any time, step down from my role within the initiative and commit to balancing my responsibilities and prioritizing self-care, wellness, and work or school/ life balance above all else. I may also designate an alternate person who can attend meetings on my behalf when I am not available.

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Partner's full name (print)

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Partner's signature

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Date



Future North acknowledges that our place of work is within the Robinson-Huron Treaty territory and is the traditional territory of the Atikameksheng Anishinawbek and Wahnapiitae First Nation.

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Sudbury is one of thirteen communities across Canada chosen to develop system-wide solutions by youth for youth as they build and act upon plans for their futures. Under the guidance of the Tamarack Institute, each community, over a five-year period, 2019-2024, shall employ a Collective Impact Framework to build a Common Agenda; the primary goal of which is engaging youth facing barriers to develop strategies that enable young people to be engaged in their communities and successfully navigate transitions from youth to adulthood. The initiative is entitled the Communities Building Youth Futures Initiative (CBYF).

### **Vision**

An enduring community commitment to achieving meaningful educational outcomes, inclusive and innovative employment opportunities, and better life outcomes for youth.

### **Mission**

To inspire educators and employers to create responsive educational, vocational and employment opportunities for youth that are shaped by the voices and lived experiences of young people, and therefore consistent with their needs.

### **Nationwide project outcomes for 2019 – 2024:**

- Up to 5000 youth will be engaged and supported in their education to employment journey.
- 1300 youth express positive comments about their involvement.
- 195 Local leaders – from up to 13 communities - will be engaged.
- A National Collaborative will address the systems and policy barriers which prevent youth from achieving success.
- Up to 30 Innovative projects will be piloted and scaled.
- 13 local education systems will be actively engaged.
- 26 Local employers will be actively engaged.

### **Indicators of Success:**

- Number of participants served and retention rates in offered programs.
- High school attendance, absenteeism, and credit accumulation.
- High school graduation rates (e.g., on-time, +1 year, +2 years, +3 years).
- Post-secondary education acceptance, enrollment and graduation rates.
- Post-secondary education and labour market outcomes of program participants.
- Type and frequency of supports received.
- Number of communities served.
- Number of new partnerships, networks, and working groups developed.
- Number of innovative approaches developed (e.g., tools, pilot projects, best practices and training guides).

## Advocacy Action Team Terms of Reference

### **Vision**

Working from within the system to transform the youth experience.

### **Mission**

To increase communication between youth serving agencies; research and report on barriers and advocate for youth to participate in their community.

### **How will we make this happen?**

The Advocacy Action Team will highlight and address the barriers that youth face to education, employment and civic engagement and utilize the network to address these barriers.

### **Guiding Principles:**

#### **Diversity**

There are differences between people, and within cultures, within organizations, and within communities. Through diversity and inclusiveness, we are stronger.

#### **Youth Engagement and Empowerment**

When given the opportunity, youth can be active and skilled contributors to their own wellness.

#### **Leadership**

The capacity to translate vision into reality.

#### **Collaboration**

Alone we do so little; together we can do so much.

#### **Kindness**

Wherever there is a human in need, there is an opportunity for kindness and to make a difference.

### **Mandate / Purpose**

The Future North Advocacy Action Team is responsible for seeking opportunities to utilize community development projects as alternative education programs and support youth engagement through co-op and internship programming.

### **Membership**

Membership shall reflect the diversity of the Districts of Sudbury and Manitoulin.

### **Responsibilities**

The Advocacy Action Team is responsible for:

1. Ensuring youth leadership and engagement at all stages of the work;
2. Leveraging the Collective Impact Framework to build strategies;
3. Leveraging community strengths and assets;

4. Supporting and strengthening local community capacity and action;
5. Actively participating in learning and evaluation;
6. Working collaboratively with our community partners, allies, business champions and youth in supporting youth to successfully navigate transitions.

The Advocacy Action Team partners are responsible for:

- ✓ Providing leadership, guidance and recommendations to the Leadership Table pertaining to Action Team work;
- ✓ Actively participating in meetings, activities, planning sessions and networking;
- ✓ Attending 80% of scheduled meetings by phone, in-person, or electronically;
- ✓ Engaging community organizations and individuals in the work of Future North/ Futur Du Nord;
- ✓ Providing feedback, advice, and comments to Future North/ Futur Du Nord on issues relevant to the work of the Table.

### **Authority**

The Advocacy Action Team has the authority to carry out the work approved by the Future North/ Futur Du Nord Leadership Table.

All Committees, Action Teams and Working Groups shall include at least one member of the Leadership Table and a youth who may or may not be a member of the Table.

### **Chairperson and Co-Chair**

The Advocacy Action Team shall select a Chairperson and a Co-Chair. The Co-Chair shall be a Youth, and, whenever possible, the Chairperson shall be a youth.

### **Duration of Term**

The Advocacy Action Team will exist for the duration of the Future North/ Futur Du Nord (CBYF) Initiative.

### **Frequency of Meetings**

Meetings of the Advocacy Action Team shall take place monthly for the duration of the project. Dates may change to accommodate unforeseen circumstances.

Additional meetings may be scheduled as needed to address emergent issues that require the Table's consideration, and at significant milestones.

### **Meeting Agenda**

A meeting agenda shall be distributed no less than 48 hours prior to scheduled meetings.

Advocacy Action Team partners shall be invited to submit agenda items up to 72 hours prior to scheduled meetings.

### **Decision Making Processes**

The Advocacy Action Team shall strive for consensus when making decisions. Where consensus cannot be achieved, a decision shall be made by a simple majority of those voting on the issue in question.

### **Minutes and Administrative Support**

Administrative support will be provided by the staff of Future North/ Futur Du Nord. Administrative support includes documentation of the proceedings and decisions of the Action Team and distribution of meeting minutes to partners. Documents pertaining to the Action Team will also be accessible through a Base Camp Project Management Software account, available to all partners. A link is provided on the cover page of this package.

### **Resources and Budget**

Resources and budget are approved by the Future North/ Futur Du Nord Leadership Table and are managed by the Future North/ Futur Du Nord Program Manager in collaboration with the fiscal sponsor.

### **Conflict of Interest**

On any matter brought to vote, a member with a conflict between the interests of the Advocacy Action Team and the partner's organization shall be responsible to declare such conflict. If there is a conflict of interest, the member shall recuse her/ himself from the discussion and abstain from voting.

### **Review of Terms of Reference**

The Terms of Reference for the Advocacy Action Team shall be reviewed on an annual basis.

\_\_\_\_\_  
Partner's full name (print)

\_\_\_\_\_  
Partner's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Substitute Decision Maker's name (print)

\_\_\_\_\_  
Substitute Decision Maker's signature

\_\_\_\_\_  
Date



## Chairperson/ Co-Chairperson Description

### Chairperson and Co-Chair

The Leadership Table, Actions Teams and Expert Panel of Future North / Futur du Nord shall each select a Chairperson and a Co-Chairperson. The Co-Chair shall be a Youth, and, whenever possible, the Chair shall be a youth.

### Mandate / Purpose

The purpose of the Chairperson within an Action Team, Leadership Table or Expert Panel is to provide leadership during scheduled sessions with the larger group. The identified individual should be an effective strategist and good networker with strong communication skills and an ability to focus the group and accomplish the desired outcomes of the meeting.

The Chairperson has an added responsibility of mentoring and supporting the youth Co-Chair to ensure they are provided with opportunities to build skills and experience in their role.

The purpose of the Co-Chair is to assist the Chairperson when required and have the ability to facilitate meetings when needed.

### Responsibilities

The Chairperson is responsible for:

- Ensuring the committee functions properly.
  - Ensure adequate and equal involvement of group members.
  - Facilitate discussions and focus the group.
  - Provide structure for voting and approval of items as required.
  - Propose the onboarding of new members when necessary.
  - Prepare for the meeting by reviewing materials.
  - Provide mentorship to Co-Chair and seek opportunities for growth and development.

The Co-Chairperson is responsible for:

- Prepare for meetings and committee sessions.
  - Prepare meeting agenda and distribute to the group.
  - Approve meeting minutes and upload to Base Camp folder.
  - Prepare for the meeting by reviewing materials and information.
  - Participate in mentor/ mentee relationship and engage in opportunities to develop skills and abilities.

## Affirmation of Confidentiality

During the course of my involvement in the Future North / Futur du Nord initiative, I understand that I will be exposed to information that is shared in discussions that take place within group settings and in one-to-one situations. This information needs to remain confidential so that everyone is able to be comfortable sharing their thoughts and feelings. The only reason information should be shared is if someone is at risk of harming themselves or others, or, someone is experiencing physical, emotional, or sexual abuse or neglect.

If I am concerned that someone may harm themselves or other persons, or, if I suspect someone is being abused or neglected, I will share that information only with professionals who need to know. The information I share verbally or in writing about my concerns, will be kept secure and only seen by professionals who need to know about the information. This information will not be shared without my knowledge.

I have read, understand, and will abide by this Affirmation of Confidentiality throughout the course of my involvement with Future North / Futur du Nord, and after my involvement.

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Partner's full name (print)

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Partner's signature

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Date

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Substitute Decision Maker's name (print)

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Substitute Decision Maker's signature

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Date

## Media Consent & Release Form

Throughout this initiative, youth may be highlighted in efforts to promote our activities and achievements. Youth may be featured to increase public awareness of our initiative through social media, brochures, etc. If you do not wish to give permission as stated below, please do not sign this form.

I, \_\_\_\_\_, hereby give Future North / Futur du Nord, employees, representatives, and authorized media organizations permission to photograph, print, and record me/my child for use in audio, video, film, and any other electronic, digital and printed media.

- a. This is with the understanding that its representatives will not reproduce any of the media for any items of commercial value or receive monetary gain for use of any reproduction/broadcast of said photograph or likeness.
- b. I further release and relieve Future North / Futur du Nord, its employees, and other representative from any liabilities, known or unknown, arising out of the use of this material.

I certify that I have read the Media Consent & Release Form statement and fully understand its terms and conditions.

\_\_\_\_\_  
Partner's full name (print)

\_\_\_\_\_  
Partner's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Substitute Decision Maker's name (print)

\_\_\_\_\_  
Substitute Decision Maker's signature

\_\_\_\_\_  
Date



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