



CHANGING THE ODDS: Virginia Youth Development Conference

January 24, 2019
Richmond, Virginia



the
forum
FOR YOUTH INVESTMENT



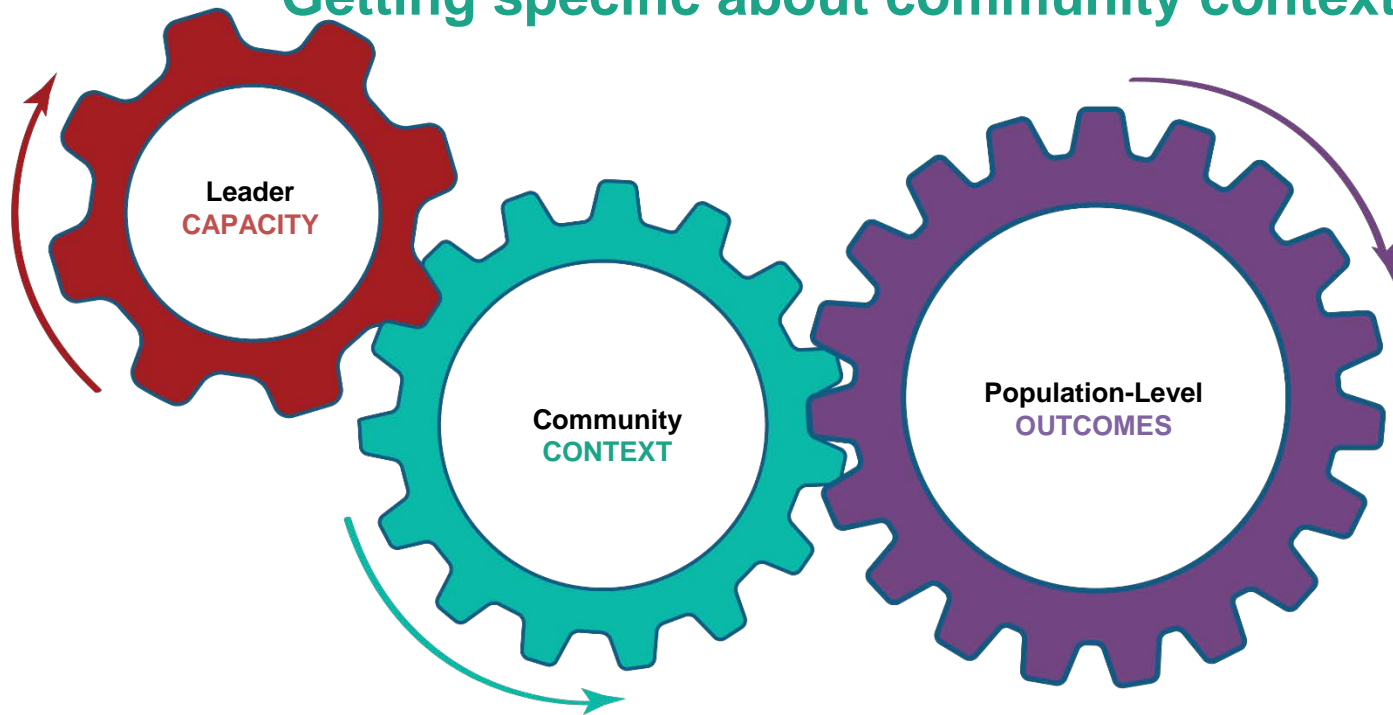
Equity as a Verb: Addressing Equity through Engagement

Merita Irby, Co-Founder & Executive Vice President

The Forum for Youth Investment

Starting with the end in mind . . .

Getting specific about community context



The small gear makes a big difference

How do we know if we are making a difference?



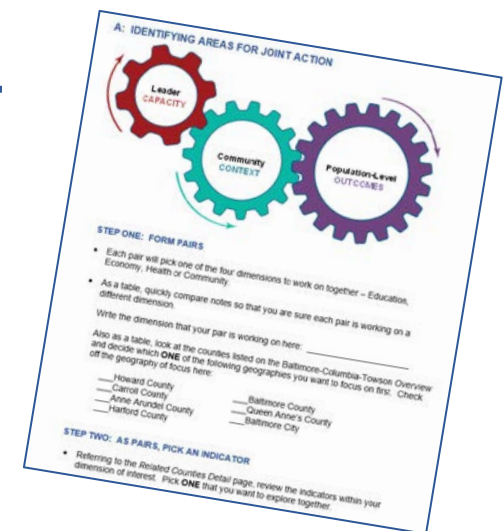
Addressing Equity through Engagement

Tips and Techniques for:

A: ENGAGING YOUNG PEOPLE AND COMMUNITY MEMBERS

B: UNDERSTANDING YOUR LOCAL CONTEXT

C: IDENTIFYING AREAS FOR JOINT ACTION



Data & Community Conversations Workshop

ROOT CAUSES & LOCAL CONDITIONS

A: IDENTIFYING AREAS FOR JOINT ACTION **15** **min**

- 1. AS TABLES:** Agree upon initial geographic focus – which county?
- 2. FORM PAIRS:** Select **FOCUS** (quickly!) – *see facilitation guide*
– Form Pairs re: Education, Employment, Health, Community
- 3. AS PAIRS:**
Agree on ONE indicator to explore. *See handout for counties detail*
Discuss the root causes and local conditions, writing each one on a separate color strip using bold, block lettering.

BLUE – Education
Health

GREEN – Economy

YELLOW – Community

ORANGE –

Identifying Areas for Joint Action

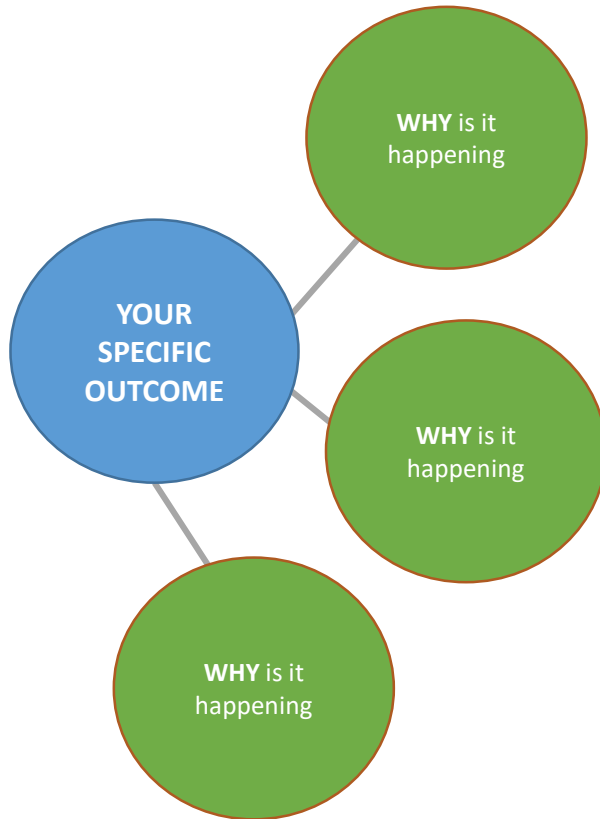
15 min

AS PAIRS: Mark your top three with #1, #2, #3 by answering the question: *If we could address this, we would really make a difference in our indicator.*

AS TABLES: Identify areas of “common cause” – *What could you tackle together?* See instructions page 2

Get specific about our community context

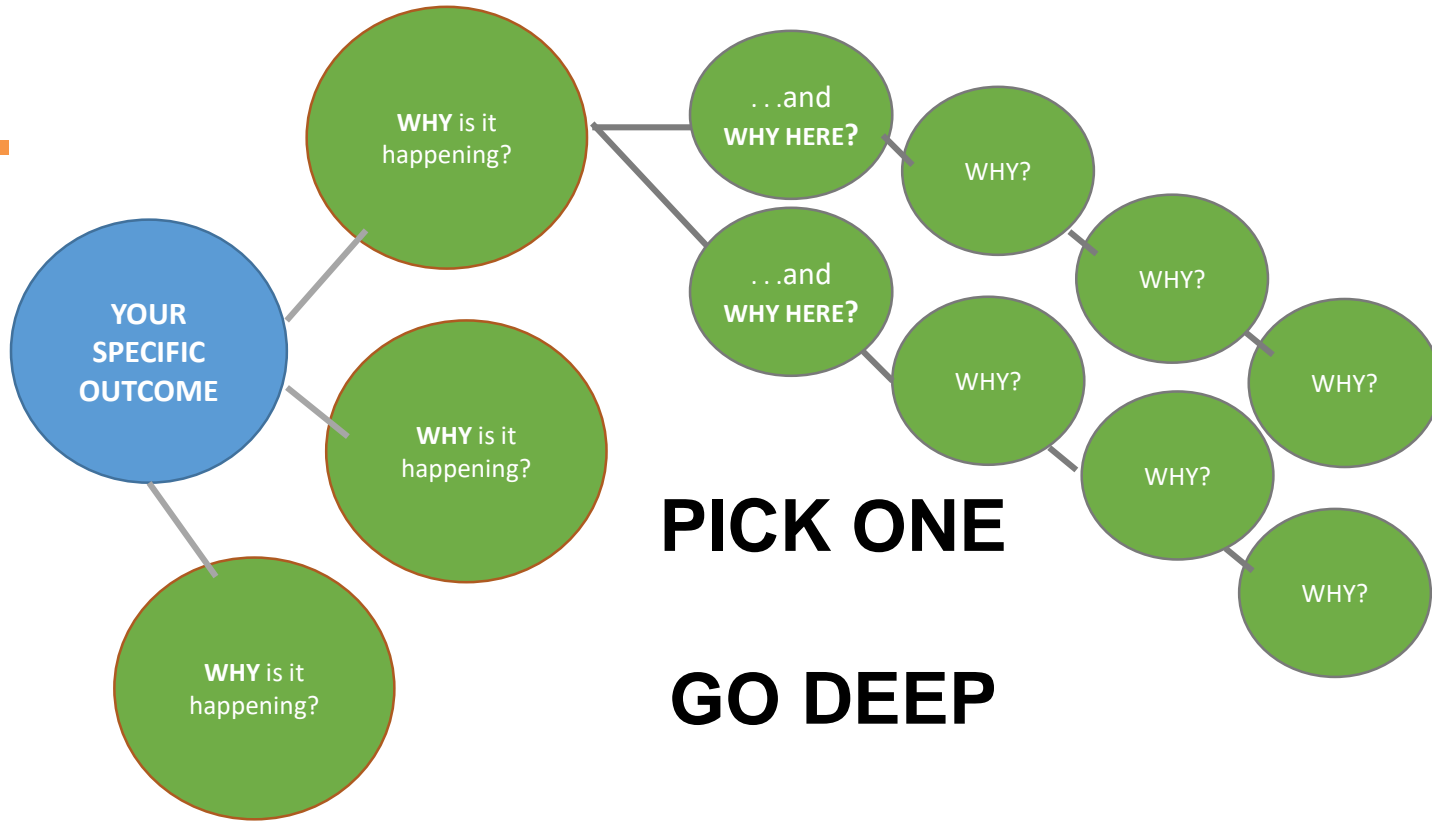
A.



**FOR YOUR
SPECIFIC
OUTCOME**

**BRAINSTORM
8-10 WHYS?**

B.

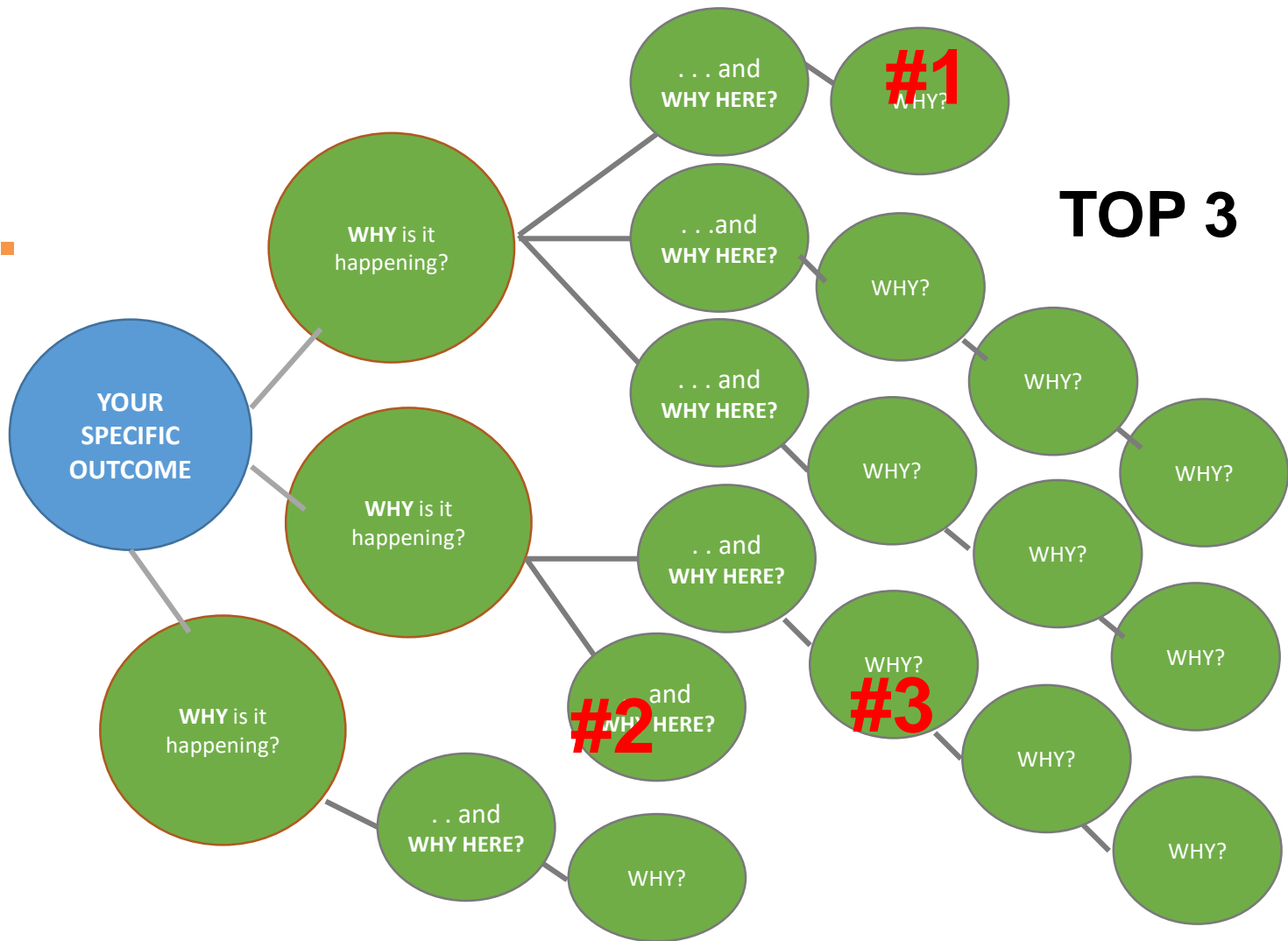


PICK ONE

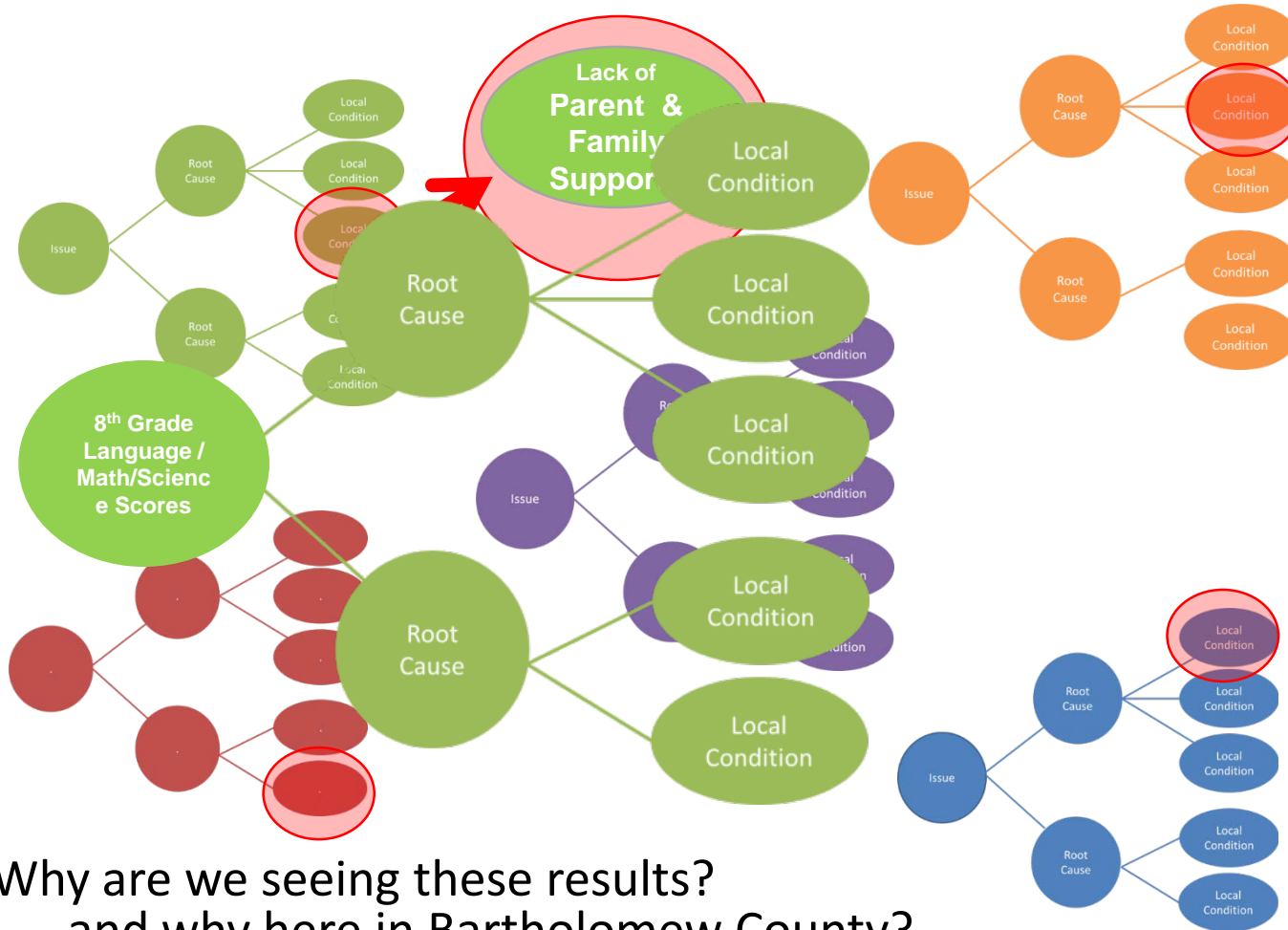
GO DEEP

REPEAT

C.

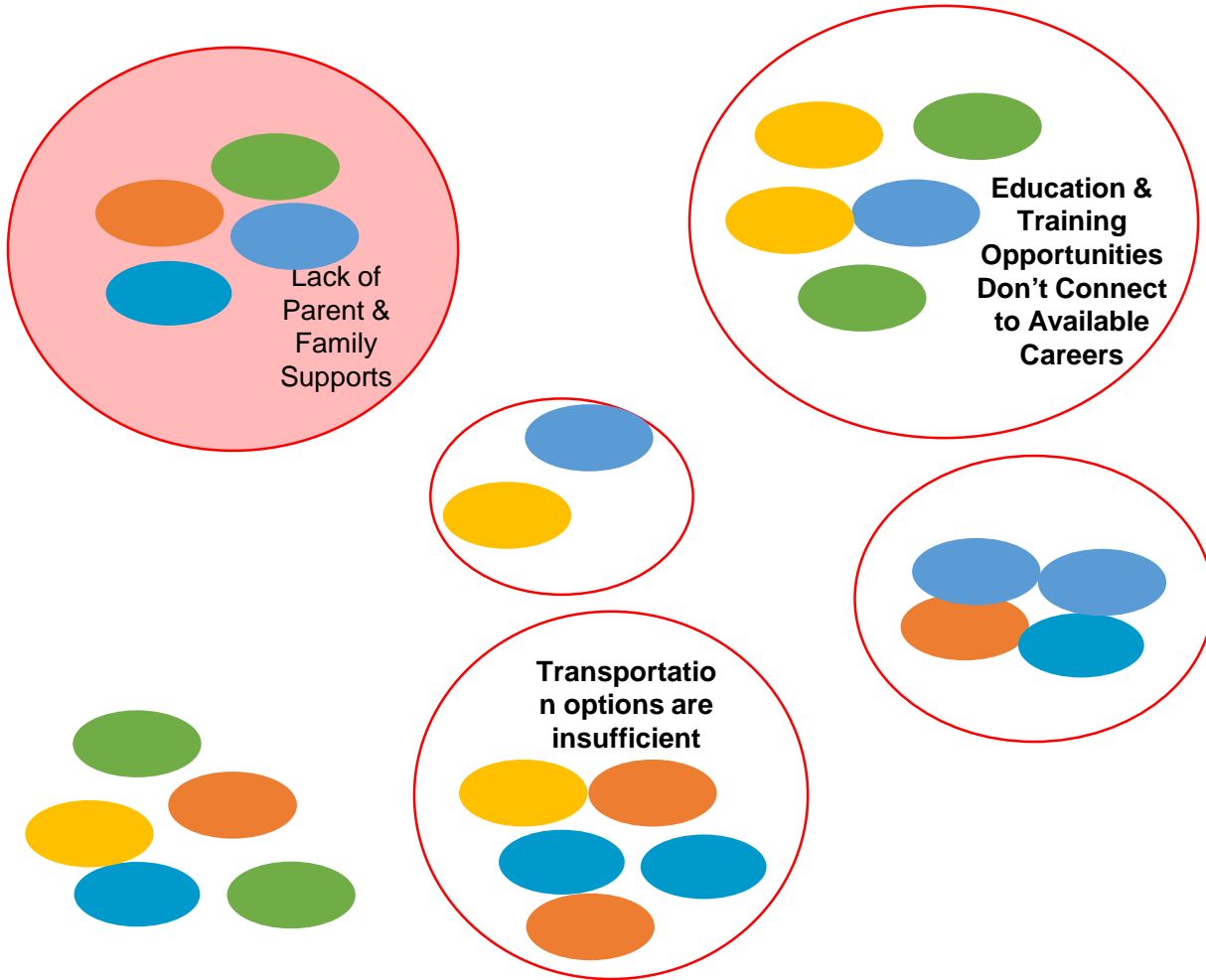


Identified Root Causes & Local Conditions for Each Indicator



Why are we seeing these results?
 . . . and why here in Bartholomew County?

3 Identified "Common Causes" through clustering the underlying causes/conditions



A: IDENTIFYING AREAS FOR JOINT ACTION **15** **min**

- 1. AS TABLES: Agree upon initial geographic focus – which county?**
- 2. FORM PAIRS: Select FOCUS (quickly!) – *see facilitation guide***
– Form Pairs re: Education, Employment, Health, Community
- 3. AS PAIRS: Agree on ONE indicator to explore. *See Counties Detail***
- 4. – With your partner, explore the root causes and local conditions**

COMPARISONS & COUNTERPARTS MINUTES

15

AS A TABLE:

- **COMPARE TO OTHER COUNTIES:**
Referencing the *Related Counties Detail*, look at the original indicators you chose but for a different geographic area.

**How would your answers have changed?
Discuss as a full group.**

USING DATA AND STORY-TELLING TO MAKE THE CASE

15-20 MINUTES

IN PAIRS: Now that you have explored the data, imagine you are about to make a 2-3 minute invite (pitch) to your local chamber of commerce to be involved in your work. As you prep, tap into your empathy and creativity. Consider the following:

FRAME & CONNECT: Why would they care about these issues?

INFORM: What do you want them to know? How can you use the Opportunity Index to engage them? *How does your issue relate to other issues? How does it relate to different needs and realities across the Baltimore region? What reference, if any, would you make to other regions?*

SHARE: What story could you combine with the data to help it connect?

ASK / ACT: What action do you want them to take and/or support? *Think back to the “common cause” clusters for areas of joint action.*

MAKING THE CASE

ASSIGN A TIMEKEEPER – 3 minutes max

Each pair presents to the table.



After each presentation, give feedback.

- **What worked well?**
- **What could be clearer or more compelling?**

Then ask: What can we do as leaders?

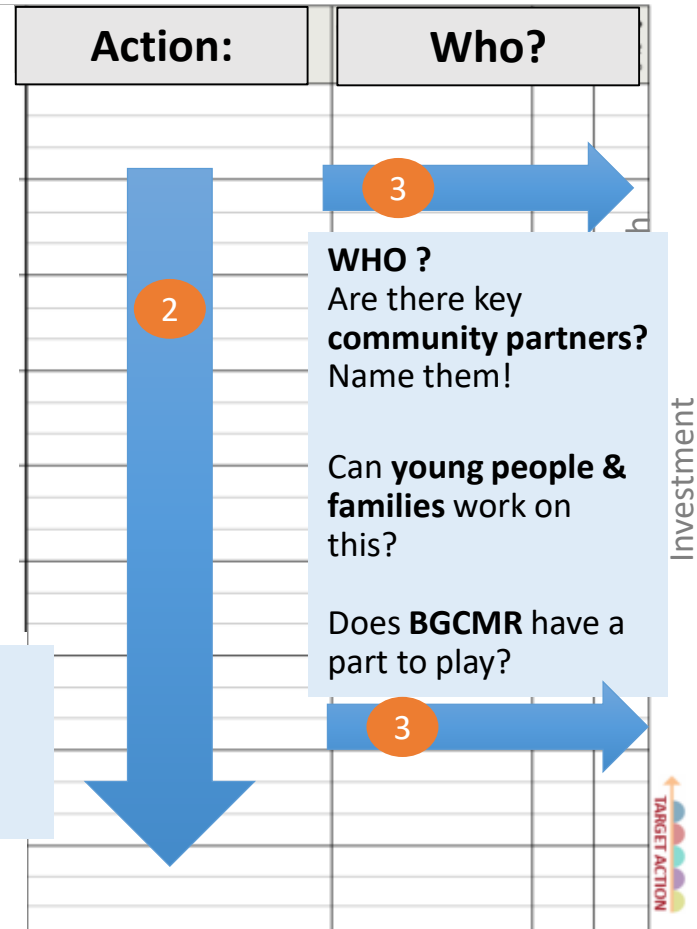
- 1 What is the “common cause” condition that we can tackle together?
- 2 **Brainstorm Solutions!!**
What needs to happen to make a real difference?

- 3 Once you get a range of ideas, ask: “**Who Could Do This?**”

- 4
 - Off the Wall Solution == **OTW**
 - Lowest Cost Solution ==  \$
 - Most Impactful Solution ==  **Impact**
 - A solution I could do today == **TODAY!**

Common Cause Condition: _____

1



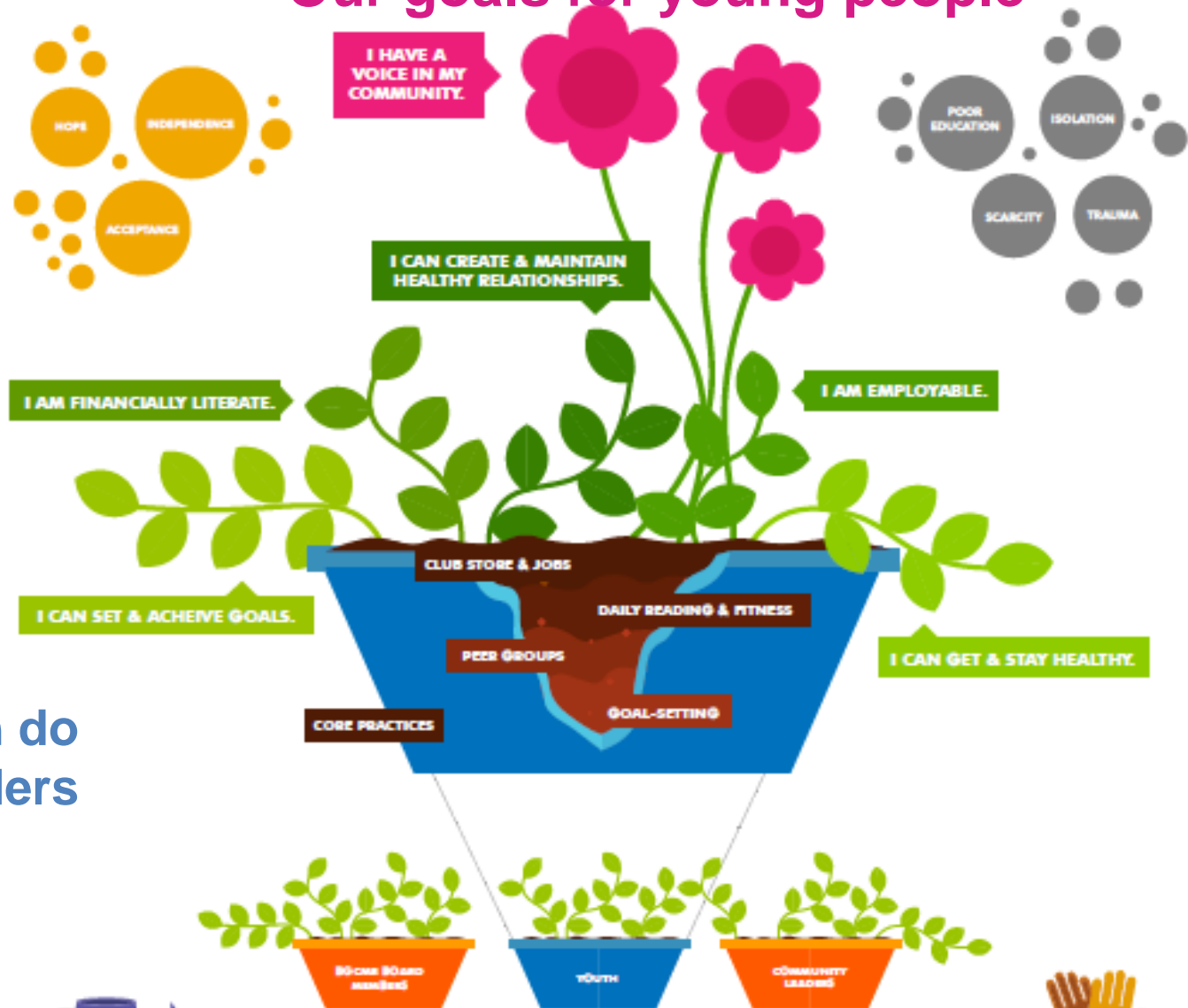
TOP PRIORITY:

AS A TABLE

Select 1 Idea  to Propose to the Full Group

Our community context

Our goals for young people



What we can do as leaders