

Youth Master Plan Executive Summary

May 12, 2021

The purpose of the Youth Master Plan is to rally stakeholders and policymakers around a common set of values and priorities to move the needle forward and make Minneapolis the best city for children and youth. Because youth voices are central to the Youth Master Plan, it is a chance for youth to be heard by local decisionmakers and help inform policy directions. The findings and recommendations from the Youth Master Plan will guide the work that the YCB and its collaborations with its jurisdictional partners prioritize in the next five years, after which we will update the Youth Master Plan to ensure its relevance and reflect changes in our work.

Values

The values build the foundation for the Youth Master Plan. They name visions the YCB has for the young people of Minneapolis, are reflected in our priorities and directions for change, and are as follows:

- 1) **Equity and justice** recognizes the meaningfulness of forces such as race, gender, ethnicity, socioeconomic status, sexuality, and all their intersections, and confronts forces and institutions that marginalize youth on these grounds.
- 2) Public jurisdictions must make every attempt to provide **stability** for young people, including meeting basic needs and ensuring social and emotional supports.
- 3) Though youth and children are **resilient** by nature, we must provide them with the resources, community, and support necessary to fully actualize their resilience and promote healing.
- 4) We encourage and support **collaboration and alignment of strategies** across jurisdictional lines.

Priorities

The priorities significantly structure the Youth Master Plan by bringing our values to life and articulating directions for change over the next five years. Each priority has youth-centered findings that came out of our ward meetings listed under them, which will guide our subsequent recommendations.



Youth agency: Youth are active agents in shaping their futures through youth-adult partnerships that recognize and value youth ownership and leadership within their communities.



Culturally responsive approaches: Acknowledges that race, ethnicity, age, socioeconomic status, and all their intersections are foundational to one's identity, honors their meaningfulness to the individual and community, and the importance of cultural resilience.



Gender and sexuality inclusivity: Gender and sexuality inclusivity acknowledges the foundational nature of gender and sexuality to one's identity and prioritizes the safety and inclusion of female, nonbinary, and LGBTQ+ youth.



Social connection: Young people must have supportive community, supportive relationships, and a say in building and contributing to their communities.



Responsive systems: We must advocate for systems and institutions that promote youth development through collaboration and aligning strategies, and break down and reform systems that hinder youth development.



Stability: Children and youth must live in safe, stable environments in which their needs, both for survival and for social, political, and economic advancement, are met to grow and thrive in directions that are personally fulfilling and enrich their communities.

Recommendations

The recommendations listed below will inch the YCB closer to the vision of our theory of change to mobilize children and young people, while supporting adults to share power, to shape cultures and systems. We do this so that young people can empower their education, have their safety prioritized, be connected to the natural and social world, and engage in their communities.

Recommendation 1: Ensure that efforts and programs for children and young people are sustainably and adequately resourced.

- ▶ 1.1: Support ongoing campaigns and coalitions seeking to increase benefits, pay, and prestige of the youth worker and early childhood workforces.
- ▶ 1.2: Build out public-private partnerships to increase the capacity to pool resources equitably for the benefit of children and young people in Minneapolis.
- ▶ 1.3: Pivot Outreach work to a more systems-based role, including training other street outreach teams and building capacity within the community and organizations to adopt the YCB's piloted outreach model.



Recommendation 2: Support the increased participation and leadership of young people who reflect the demographic makeup of Minneapolis in our jurisdictional partners.

- ▶ 2.1: Launch a Youth on Boards initiative, wherein local jurisdictions reserve a set amount of spots on boards, committees, and commissions for youth delegates with the YCB's support.
- ▶ 2.2: Increase access to trainings and technical support to enable jurisdictions to share power with young people who are BIPOC, LGBTQ+, and/or low-income.
- ▶ 2.3: Minneapolis Youth Congress holds four a year in conjunction with other youth leadership groups to increase efficacy of the Congress to create open and transparent channels of communication and influence between local decision makers and young people.
- ▶ 2.4: Consult, monitor, and report on racial equity teams across all four jurisdictions to develop a strategy around departments incorporating systemic consideration of children and young people.



Recommendation 3: Increase advocacy for and policy knowledge of youth issues among legislative bodies representing Minneapolis.

- ▶ 3.1: YCB engages in an organizational planning process to build a policy role as needed or incorporate with existing legislative agendas or positions within jurisdictional partners, including position priorities, responsibilities, and possible funding sources.
- ▶ 3.2: YCB hosts an annual convening to identify policy priorities for the legislative session to identify legislative priorities and identify areas for action and/or support.



Recommendation 4: Use the YCB's power, influence, and relationships to prioritize issues that are important to young people among our jurisdictional partners.

- ▶ 4.1: Build an infrastructure that allows MYC staff and members to systematically consider and connect with topic areas of interest each term.
- ▶ 4.2: Increase opportunities for youth voice on jurisdictional convenings on youth mental health to prioritize youth perspectives and bring programs to a larger audience of young people.
- ▶ 4.3: Increase opportunities for youth voice on jurisdictional conventions on restorative justice and juvenile corrections.
- ▶ 4.4: Support youth-led initiatives to promote environmental sustainability, including outreach strategies to change guidelines and practices that reduce waste and net carbon emissions.



Recommendation 5: Become a hub for trainings, supports, and resources for our jurisdictional partners who are in contact with young people.

- ▶ 5.1: YCB becomes accredited for Continuing Education Units for service providers associated with trainings to increase incentives for partners to attend, give more legitimacy to YCB's training work, and become a revenue stream by charging a small fee for CEU-eligible trainings.
- ▶ 5.2: Build out training track for youth work veterans to provide a place to critically reflect, connect with peer youth workers, and engage in emotional self-care in order to increase retention.
- ▶ 5.3: Re-vet the Authentic Connections model with young people and implement in non-youth worker trainings to become a common, standard model to build adult-youth connections.



Recommendation 6: Increase use of data in understanding the local landscape around youth to advance an equity agenda in decision making.

- ▶ 6.1: Sustain and deepen the data collected in the Youth Master Plan Status of Youth report that monitors community-level outcomes and assesses progress towards organizational mission, goals, and Youth Master Plan progress.
- ▶ 6.2: Develop infrastructure for a recurring model to collect qualitative and quantitative data from children, young people, and families to assess the state of young people and children in Minneapolis, assess the YCB's progress, share out meaningful data with our partners, and formalize the knowledge held within the YCB.

- ▶ 6.3: Continue to build out infrastructure to aggregate, count, and analyze youth-serving programs across Minneapolis using an equity lens to provide our staff, partners, and community members with information.



Recommendation 7: Reinstate our commitment to children and young people age 0-24 in Minneapolis.