

Youth Leading Change in Philanthropy

How engaging young people in grant making benefits everyone!



Philanthropy Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga me te aroha anō o tētehi ki tētehi



Workshop Outline

- What is youth participation
- Why it matters
- Where is your organisation up to with engaging young people?
- A case study:
The Ministry of Youth Development's Partnership Fund Board
- What's stopping you?
- The how of youth engagement in decision making



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēahi ki tēahi

What is youth participation?

It's been around for a long time now...

Multiple definitions but the best ones include words like:

- meaningful engagement
- active involvement
- right to have a say (in the matters that affect them)



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

What is youth participation?

In 1975, the National Commission on Resources for Youth in the US defined youth participation as:

...Youth participation is the involving of youth in responsible, challenging action that meets genuine needs, with opportunities for planning and/or decision-making affecting others in an activity whose impact or consequence is extended to others— i.e., outside or beyond the youth participants themselves.

Other desirable features of youth participation are provision for critical reflection on the participatory activity and the opportunity for group effort toward a common goal.

It's enshrined in international law:

- UN Convention on the Rights of the Child (UNCROC)

The right of the child to be heard

Article 12 of the Convention on the Rights of the Child provides:

“1. States Parties shall assure to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child.



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēhē ki tēhē

Proposed in the Child and Youth Wellbeing Strategy:



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Draft version states:

- Children and young people feel connected to their family, whānau and communities, and are **actively included** in schools, **communities and society**
- Children and young people are valued and respected for who they are and are supported to **have their voices heard**

Proposed in the Child and Youth Wellbeing Strategy:

- Children and young people are **empowered** to make age appropriate **decisions**, and are supported to exercise increasing autonomy as they move to adulthood
- Children and young people care about and recognise their responsibilities to others, and **contribute positively** at home, school and in their **communities**
- Children and young people are **empowered to engage on matters of civic and environmental importance**

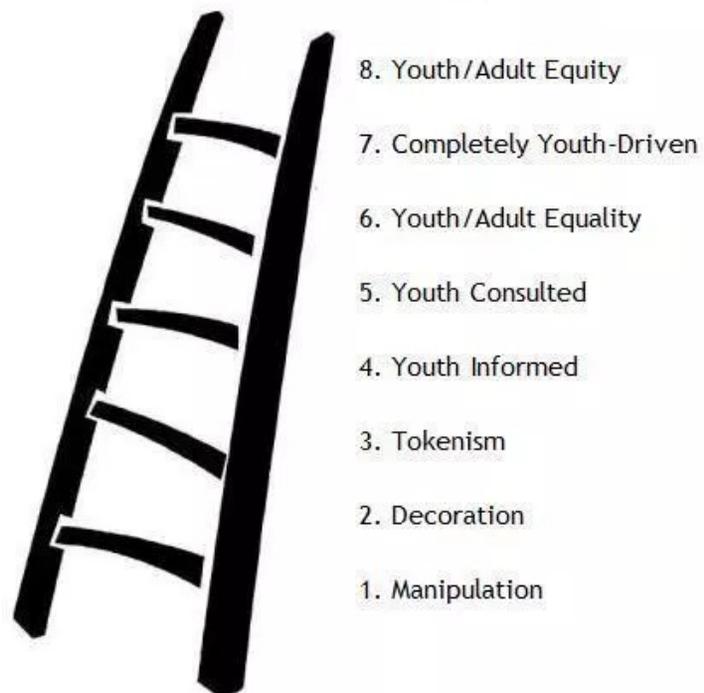


Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Youth Participation Theorists:

- **Roger Hart**

Ladder of Youth Voice



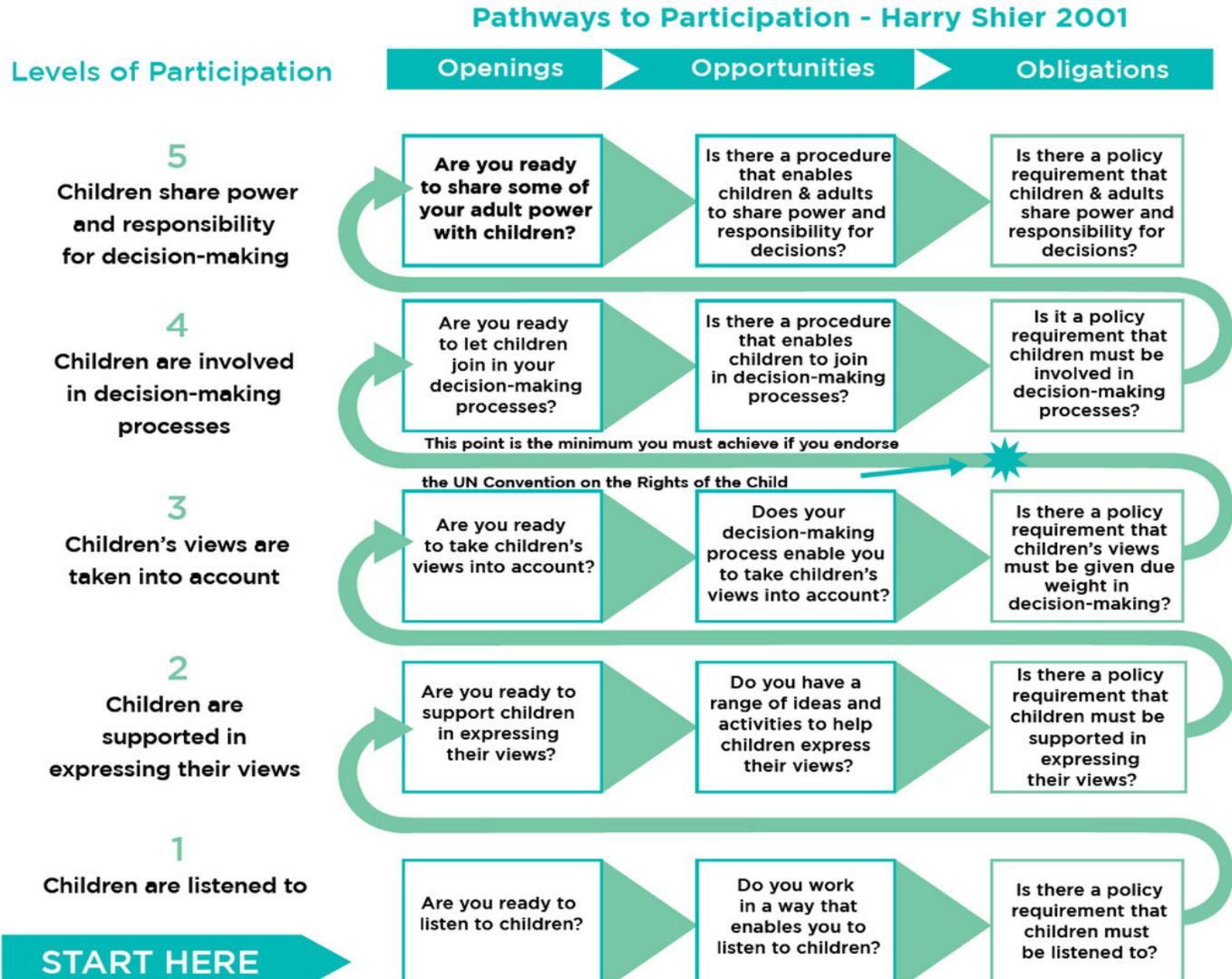
Adapted by Adam Fletcher (2011) from work by Roger Hart, et al. (1994)



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēahi ki tēahi



Figure 3: Shier's Pathways to Participation



In the Aotearoa NZ Context:

The Office of the Children's Commission recently did some consultations on engaging with Rangatahi and Tamariki Maori. They found:

- 1) Recognise relationships as the foundation of the engagement.
- 2) Recognise your place as guests in the lives of young people and their communities, and the need to learn about their world before beginning an engagement.
- 3) Recognise that life experiences can vary considerably, even in groups that share the same statistical profiles.



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

In the Aotearoa NZ Context:

- 4) Recognise that genuine and meaningful engagement with children and young people takes time; consider the value added by going back more than once to deepen the engagement.
- 5) Recognise that young people's time is valuable by feeding back on the engagement and providing a koha (such as vouchers).
- 6) Value activity-based engagement, as that enables children and young people to communicate their views in a range of ways that build on their strengths.



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēahi ki tēahi



Pasifika youth participation guide



Absolute Inclusion

1. Effective processes

Have clarity on your purpose and outcomes.
Recruit team members as fit for purpose.

2. Sufficient resources

Ensure adequate financial support and man hours.
Supply a facilitator skilled at engaging Pasifika youth.
Have clear awareness of time requirements.
Allow time to connect and engage.

3. Mutually clear communication

Use youth appropriate language.
Practice unbiased listening.
Over-communicate.

Radical Acceptance

4. Organisational readiness

Ensure your current staff have the appropriate attitude, knowledge and skills for working with diverse Pasifika young people.
Induct young people to your organizational values and purpose.

5. Nurturing the va

Show authentic and respectful engagement.
Connect the intergenerational divide.
Promote awareness of alofa atu – alofa mai.
Engender positive energy and fun.

6. Pastoral care

Provide emotional, cultural and spiritual support and care.
Be prepared to go the extra mile.
Take a strengths-based approach.

Full Participation

7. Shared power

Share goal setting and decision-making.
Promote a safe space for free discussion and ideas.
Develop a shared group identity.

8. Providing meaningful roles

Support opportunities to grow youth capability in their interest areas.
Enhance strengths of young people.

9. Mutual trust

Develop a genuine commitment to each other.
Empower each other to do their best.

Philanthropy in NZ

There are

- 12 community trusts
- 25 energy trusts and
- 19 licensing trusts

Collectively they give over \$1b annually.

The Community Trusts alone give over \$100m annually.



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Philanthropy in NZ



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēhē ki tēhē

There are 131 Trustees governing the 12 Community Trusts.

How many are under 25?

ZERO

How many are under 30?

ZERO

Philanthropy in NZ

There are 131 Trustees governing the 12 Community Trusts.

How many are under 40?

SIX!!

That's only

4.5%



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēhē ki tēhē

Philanthropy in NZ

From what we can see the Energy Trusts and the Gaming Trusts are doing no better at having young people on their grants making bodies.



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Talk to the person next to you...

Have you got youth as a priority funding area at your Trust?

Have you got any one under 25 on your Board? 30? 40?

Has your Board talked about getting more young people on the Board?



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Case Study: Ministry of Youth Development Partnership Fund Board



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Appointed by the Minister for Youth.

Development of funding partnerships to support positive youth development opportunities, and to increase information sharing, collaboration and co-investment.

Six of the ten Board members are young people.

\$1m per annum, \$6m partner funding.

Case Study: Ministry of Youth Development Partnership Fund Board



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

We've confirmed the importance of:

- Induction
- Equity
- Peer support
- Communications
- Styles/Lifestyles
- Perspectives and context
- Trust and reciprocity

Case Study: Ministry of Youth Development Partnership Fund Board

Board members: Kii Small and Ezekiel Raui



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

What's stopping you?



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Turn to the person next to you:

What are the obstacles?

What do you see as the issues or problems of having young people on your Boards?

Let me guess:

- They don't have enough experience
- We're dealing with a lot of money
- They might not know what to ask
- Is it legal to have a 17 year old on our Board?
- We're doing fine without young people
- They'll slow the process down
- They won't understand their legal obligations
- They won't be confidential



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

There's heaps of good reasons why:

- They have different experience and fresh ideas
- You're granting into an issue they have lived experience of
- They ask great questions! (Often the ones the older Board members are afraid to ask)



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

There's heaps of good reasons why:

- You'll make better decisions
- They'll slow the process down. yes they may, but it might be a good thing
- It's your job to induct and support them well, just as you would with any Board member, if you do that well, everyone will benefit!



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

But how...?

- Think about why you want to do it as an organisation...be clear about why you want young grant decision makers on your Board
- Write a policy about it
- Think about how to recruit/induct/support young Board members (write another policy)
- Change your Trust Deed to reflect your intention?
- Recommend a minimum of two



But how...?

- Go far and wide in your recruitment
- Interview prospective candidates
- Be honest about the workload and the expectations
- Ask what they might need support in
- Be aware not just to recruit the “bright and shiny ones”
- Give a staff member and a board member the responsibility to support new young board members



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

But how...?

- Think about a buddy system – someone who calls before and after each board member
- During Board meetings make sure you allow time and space for young members to participate
- Offer additional support around financial aspect of board responsibilities
- Review your performance as a Board
- Offer young board members opportunity to feedback informally.



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

There's heaps of resources to help you:



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tēhē ki tēhē

There's a NZ-specific tool kit on engaging young people in decision making:

<http://www.myd.govt.nz/resources-and-reports/publications/aotearoa-youth-voices-toolkit.html>

There's literally a book about young people on boards and committees:

<https://www.yacvic.org.au/assets/Documents/2.-Young-People-on-Boards-and-Committees.pdf>

And a helpful website:

<https://yerp.yacvic.org.au/taking-part/involve-young-people/young-people-on-boards-and-committees>

The IOD are in on the act:

<https://www.iod.org.nz/Membership/Future-Directors>

Feel free to contact us:

Georgie Ferrari

CEO

Wellington Community Trust

Georgie@wct.org.nz

Ph. 021 181 3400

Penny McEwan

Manager Partnerships

Ministry of Youth Development

Penny.McEwan001@msd.govt.nz

Ph. 04 916 3662



Philanthropy
Summit 2019
The Future of Trust
Te pono, te tika, te māramatanga
me te aroha anō o tētehi ki tētehi

Thank you

Brought to you by



Philanthropy New Zealand Sponsors



Philanthropy Summit Sponsors