



Recruiting, Retaining, Running Youth Programs Part 2: Sustainability

Mason Gizard | 10/12/2023





Today's Agenda

- **Introduction**
- **Safe Space Agreement**
- **Discussion Topic 1: Youth Leadership opportunities and program impact.**
 - First, start with your organization's capacity
- **Discussion Topic 2: Peer Specialist Roles and Curriculum Guidelines in Youth Programs, Coaching/Mentoring**
- **Wrap up**
- **Q&A**

Speaker Bio:

Mason Gizard is the Director of Community Programs for Sacramento Youth Center. He brings his lived experience as a youth who overcame many obstacles in life to serve the youth of Sacramento. Mason is a leader of a diverse staff, including team of Peer Specialists and oversees the implementation of supportive programs to meet the needs of the youth. Mason seeks to see SYC's prevention and support programs expand through the relational impacts of peers and the students SYC trains as peer mentors.



Who Am I?

- Leader of peer work in my community and my organization
- Author, speaker, and trainer
- 10 + years of peer work experience, certified peer specialist



About This Training:

- This is not an exhaustive training.
- This is a collaborative experience; we are a zoom full of knowledge and experience.
- My goal is to only speak enough to get the discussion going.



Safe Space Agreement:

- Step Up, and Step Back
- Safe Learning Space: Oops, Ouch, and Sorry
- Be Respectful



Discussion Topic 1:

Youth Leadership Opportunities and Program Impact

What is Your Org's Capacity?



Ask Yourself..

Does my organization value youth input... outside of grant applications?

01

03

Does your organization have the necessary staff time and funding to dedicate to youth leadership?

02

Do youth have visible opportunities to serve within the organization?



You
Observe Me



You Help
Me Do It



You Do it, I
observe



You Do it, I
Help

Four Stages of Youth Leadership

Discussion Topic 1: Youth Leadership Opportunities and Program Impact

**Stage Five: They Become
Replicators of Youth
Leadership.**

Discussion Questions

1. Which component of organizational capacity do you see as the biggest strength to meaningful youth leadership? What will be a possible challenge?
2. Which stage of youth leadership does your organization keep hitting a wall on? Or if your organization is doing well, share your program experience.

Discussion Topic 2:

Peer Specialist Roles and Curriculum Guidelines in Youth Programs, and Coaching/Mentoring

Role of Peer Specialist Serving Youth



Peer
Specialist
Are

Advocates

01

03

Facilitators

02

Guides

Role of Peer Specialist Serving Youth



Peer
Specialist
Are Not

Parent
Advocates

01

03

Baby
Sitters

02

Clinical
Staff



Vignette Discussion 1:

You are a peer specialist working on a curriculum addressing mental health in a Native community. You have been asked to help write the curriculum, along with outreach staff and clinical staff. When discussing tools and coping skills, the clinical staff lists the “5,4,3,2,1” grounding technique, and other useful tools.

As a member of this community, you have first-hand knowledge of an activity that incorporates traditions of this tribe as part of your own healing process. Before you can share, the group moves on to the next section. What should you do?



Vignette Discussion 2:

You work at a youth center that is in an underserved and economically depressed area of the city. Families often work multiple jobs to pay for rising living costs. A single mom calls and asks for help with their teen. He is a young man, 15, caught by his mom vaping cannabis products, sneaks out several nights a week and steals money from mom.

The young man came in the next day because his mom made him. How do you help this young man as a peer specialist?



Vignette Discussion 3:

Your Executive Director and Director of Programs ask you to form a Youth Action Board, because you have experience supporting a YAB at your previous job, working with youth experiencing homelessness.

Their only requirement is that the group meets before their grant application is due. The grant is due in 6 weeks. When you ask what work the group should focus on, your supervisor says it doesn't matter, they just need to know how many youth attend and what is the governance structure.

Wrap up/Q&A





Thank You