

Spur Change Youth (18 - 35) Championship Program

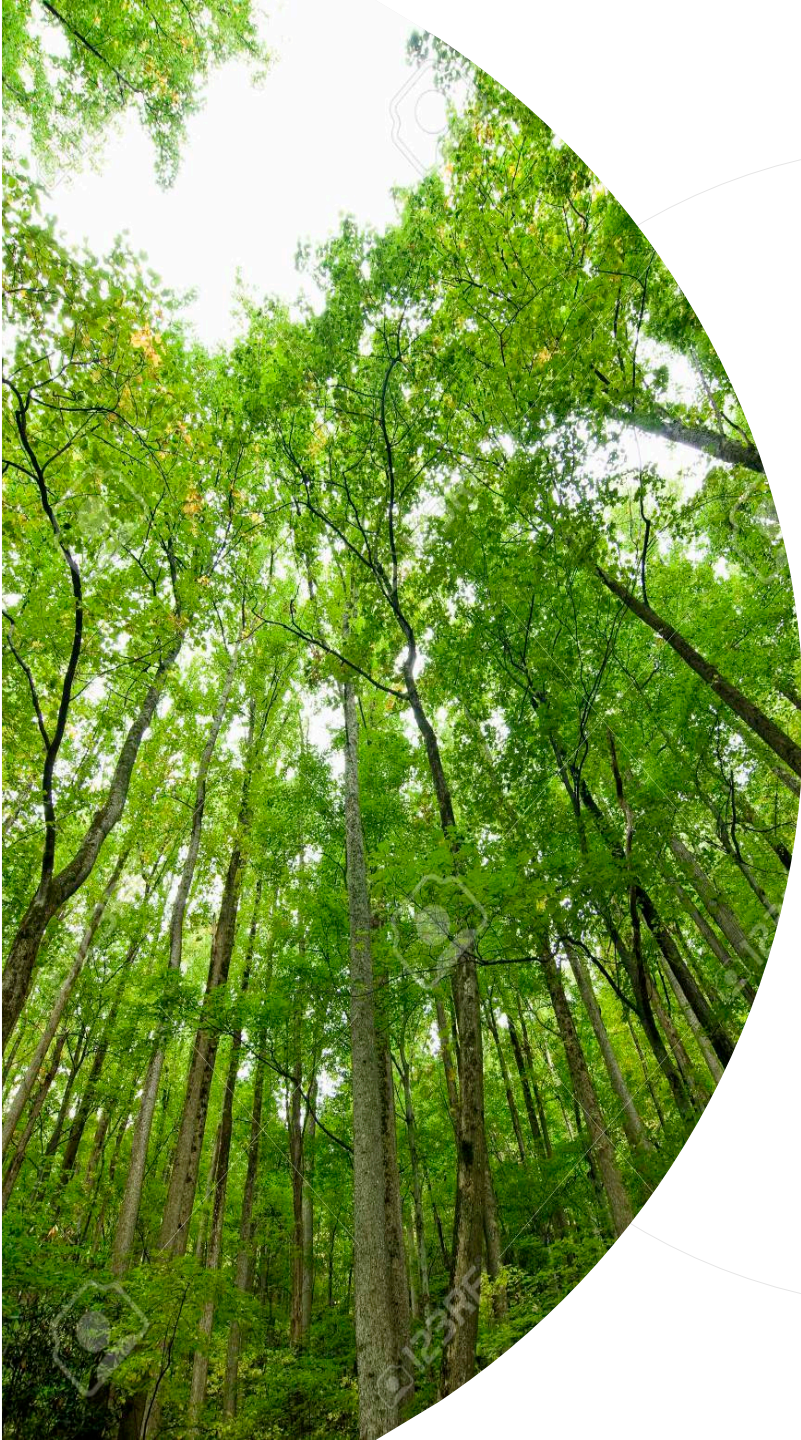
Intergenerational collaboration for public engagement





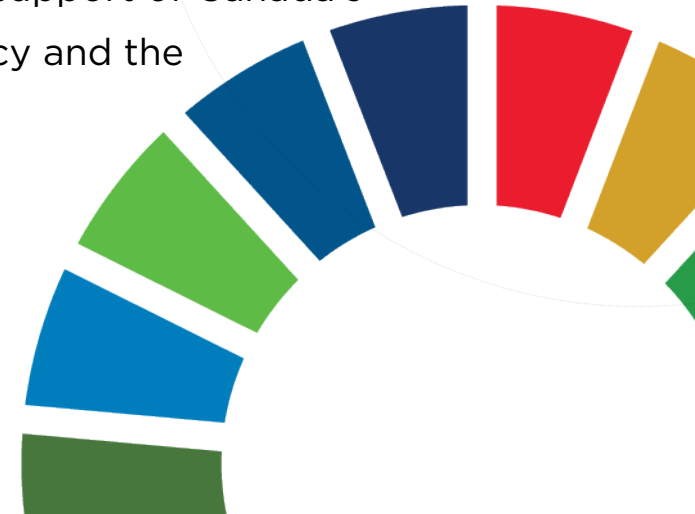
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Spur Change

- Enhance the contribution of Small and Medium Organizations (SMOs) to Canada's international development efforts towards gender equality, the empowerment of women and girls, poverty reduction and the achievement of the Sustainable Development Goals.
- Enhancing the contribution of SMOs to public engagement, on global issues, and in support of Canada's Feminist International Assistance Policy and the Sustainable Development Goals.

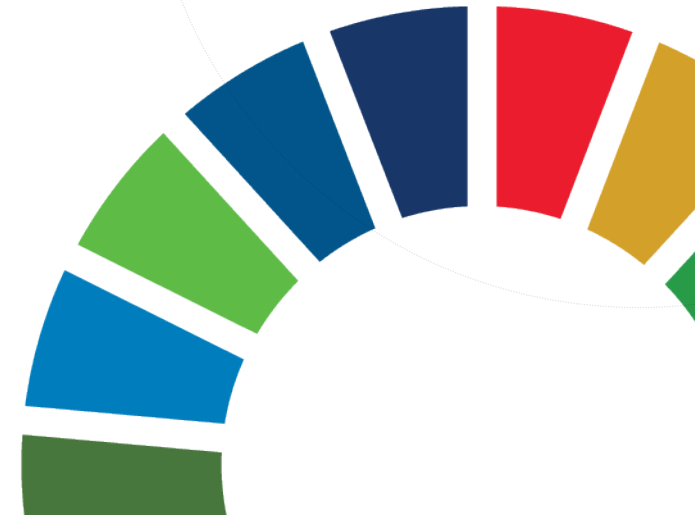




Youth Champions Program

The Spur Change Youth Champions Program will bring together Canadian SMOs and youth, as well as international youth, in an

- **multi-generational** and **peer-to-peer**
- **learning exchange** and **collaboration**
- to increase all participants' capacities, opportunities, and contribution to **public engagement**



Rationale

- Youth participation and engagement on global issues is important to foster “stewardship and sustainable development values amongst the future designers, politicians, engineers, and architects of the world.”
- Youth are more likely to be motivated and engaged on an issue or initiative if they learn about it from their peers.
- Youth face barriers in engaging with the sector, on global issues generally, and with the SDGs specifically.
- Youth would benefit from mentorship, guidance, education and opportunities to learn about global issues, the sector, and the skills necessary for dialogue, advocacy and public engagement.

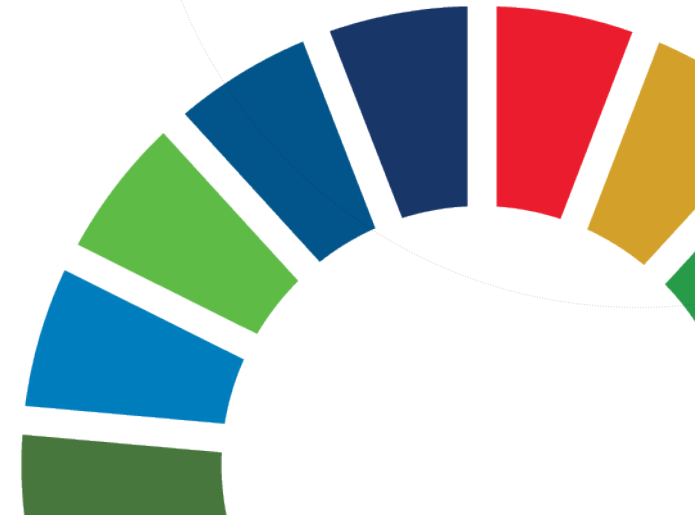


Rationale

- Youth need to be valued as assets, and have their opinions and solutions heard, integrated and recognized.

Organizations wanting to engage youth need to have the attitude and language of “working together with youth” along with the necessary flexibility, openness and eagerness for inclusion of youth perspectives.

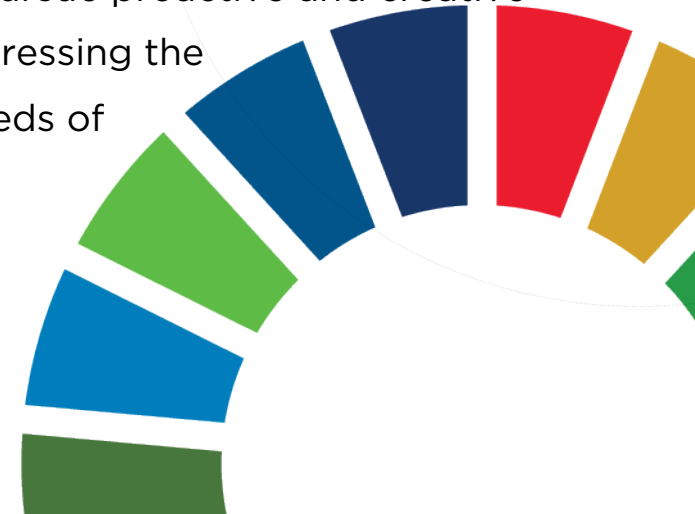
- Youth need opportunities to learn by doing.
- SMOs are eager to engage youth.
- Mutually respectful, meaningful and productive multigenerational collaboration for engagement on global issues requires intentional support for shifts in attitude, perspective, communication, and practice.





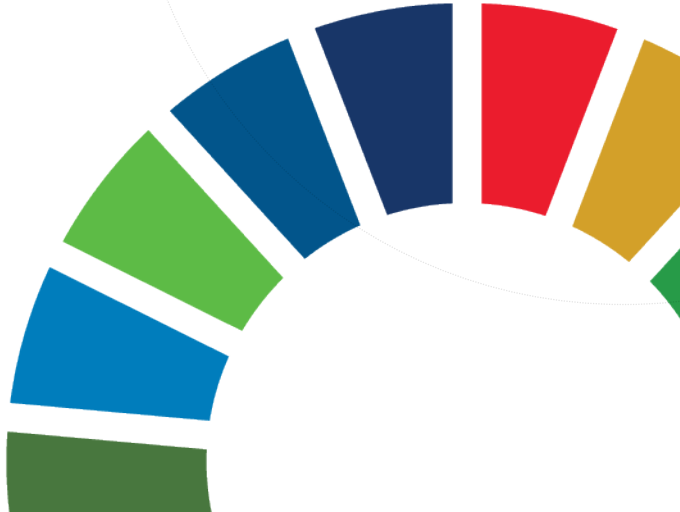
Guiding Principles

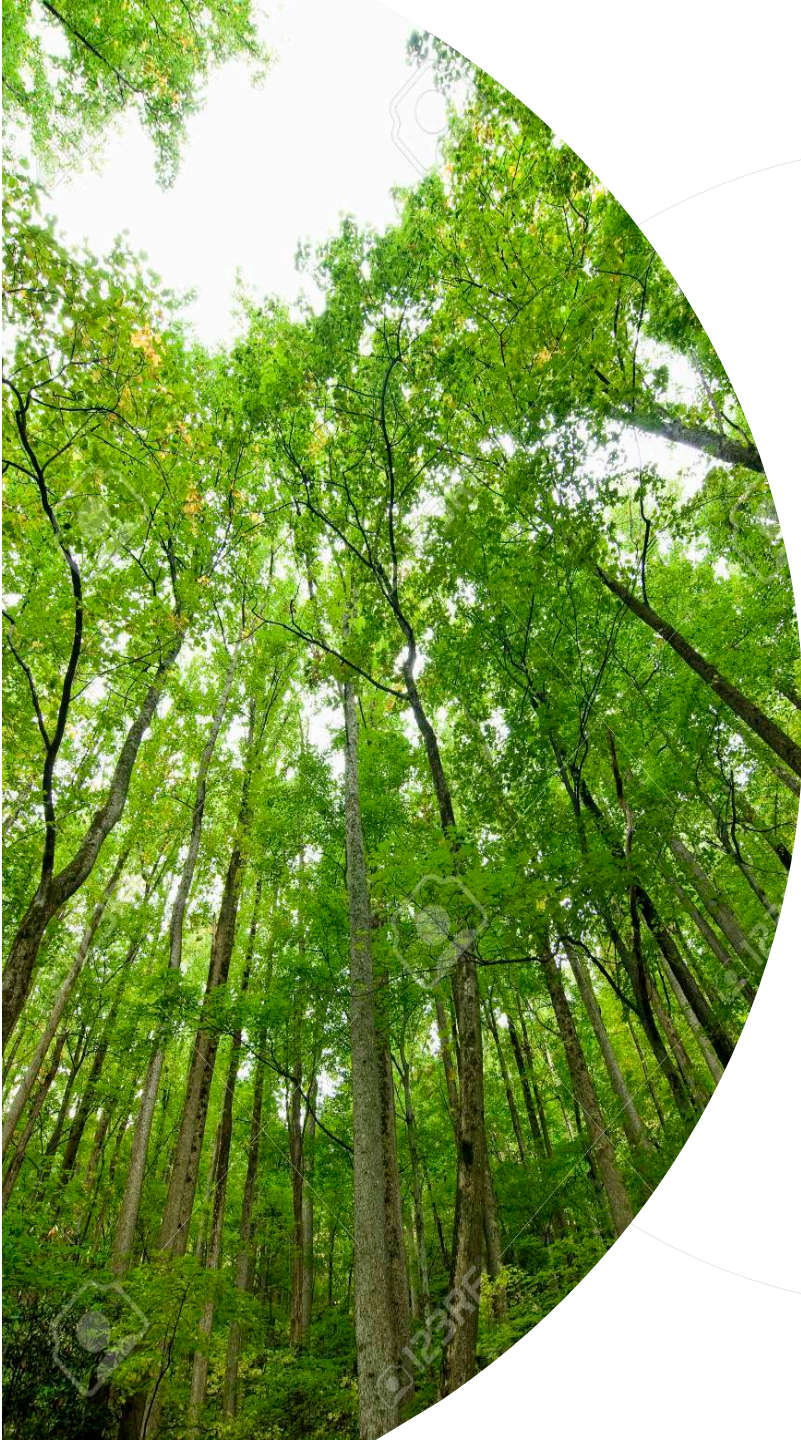
- **Multigenerational Collaboration:** Program participants / contributors are to engage with each other in the spirit and with the objective of collaboration. The program is not meant to be an internship or volunteership opportunity for youth.
- **Asset-Based Approach:** Program participants / contributors are viewed and related to as having something to offer, rather than having a need to be fulfilled or addressed.
- **Equitable Access:** Spur Change will pursue proactive and creative ways for recruiting, engaging and addressing the diverse contexts, experiences and needs of program participants.



A large, circular inset image showing a dense forest of tall, thin trees with vibrant green foliage, viewed from a low angle looking up towards the sky. The image is partially framed by a white circular border.

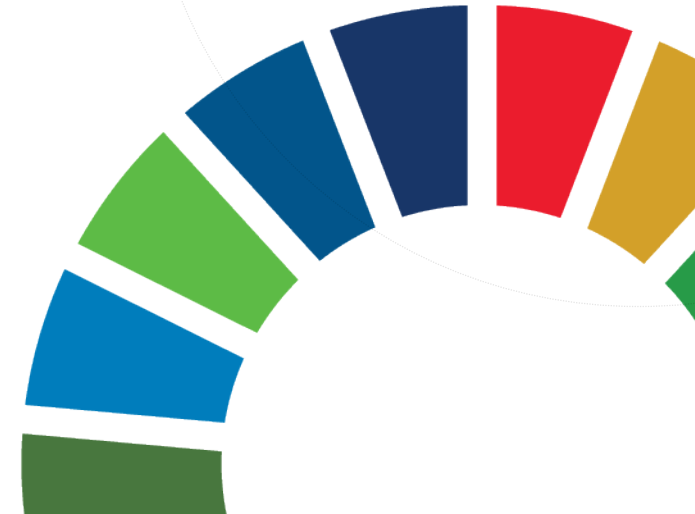
Guiding Principles

- **Safe, Open, Supported Environment:** Spur Change will encourage and foster a safe, open and supportive environment, as well as offer platforms and methods for expression of positive and negative experience and feedback.
 - **Flexibility**
 - **Accountability:** Program participants / contributors are to be responsible and accountable for their own learning and to their counterparts.
- 
- A decorative graphic element in the bottom right corner consisting of a series of overlapping, semi-circular segments in various colors: dark green, blue, light green, dark blue, red, and gold.



Objectives

SMOs and Youth would benefit from increased capacities, opportunities and contributions to public engagement, particularly of youth.



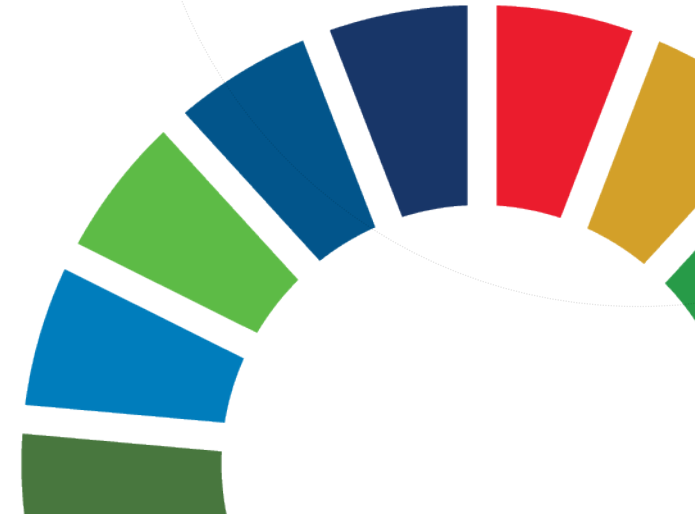
YOUTH

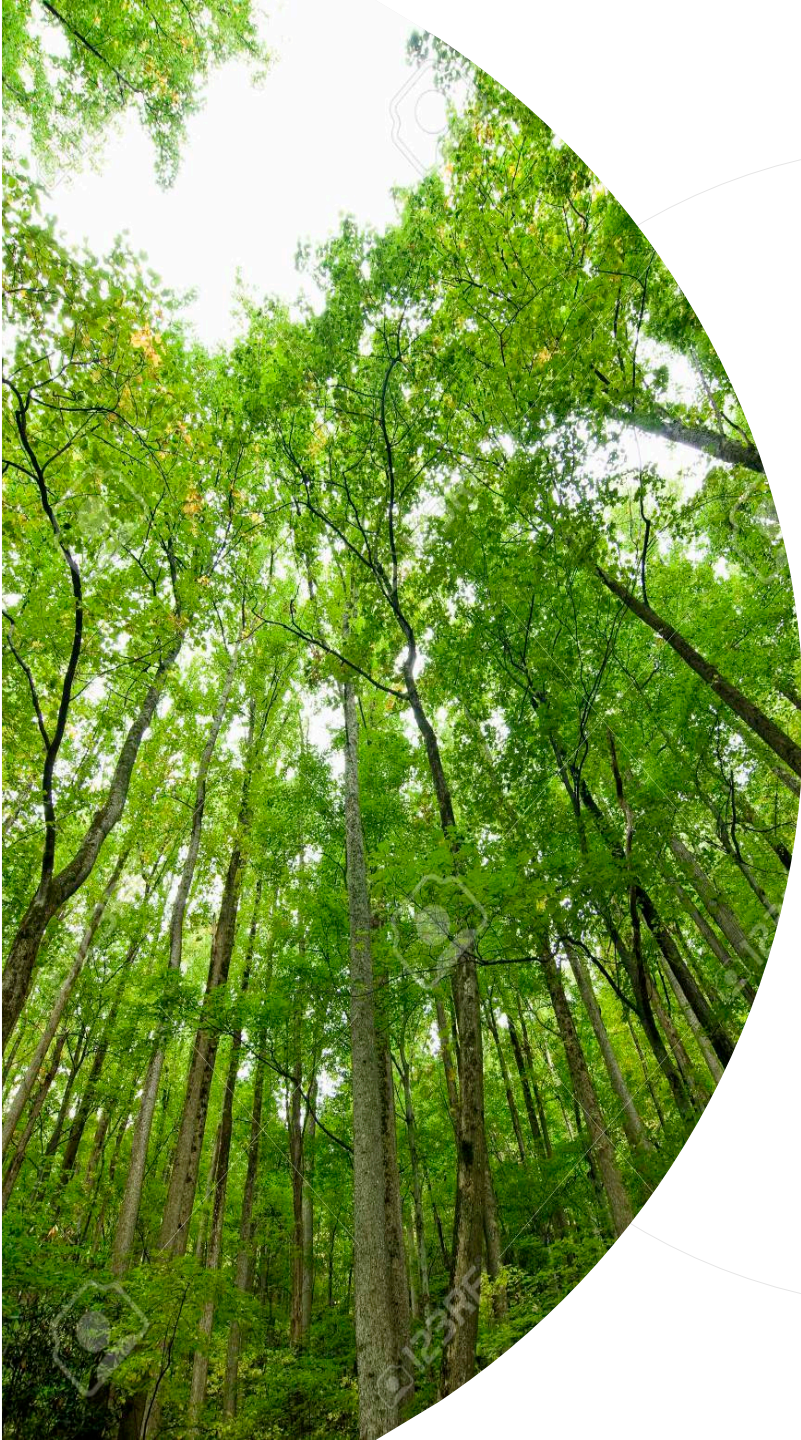
- Increase the knowledge and understanding of youth on global issues, and in particular the SDGs, through presentations by peers and experts.
- Increase the engagement of youth in global issues through peer-to-peer inspiration, dialogue and support.
- Increase the knowledge and understanding of youth of international relations, the international development sector, as well as the particular motivation, role, contribution, challenges and processes of an organization, through presentations, and one-on-one mentorship relationships with SMOs.
- Increase the capacity of youth in skills necessary for dialogue, advocacy and public engagement, through in-person and virtual training and action learning.
- Increase the opportunities available to youth to engage the public, and particularly other youth, through the development and support of communications tools and platforms, as well as collaboration with SMOs for in-person public engagement events.

A Certificate of Participation will be provided upon completion.

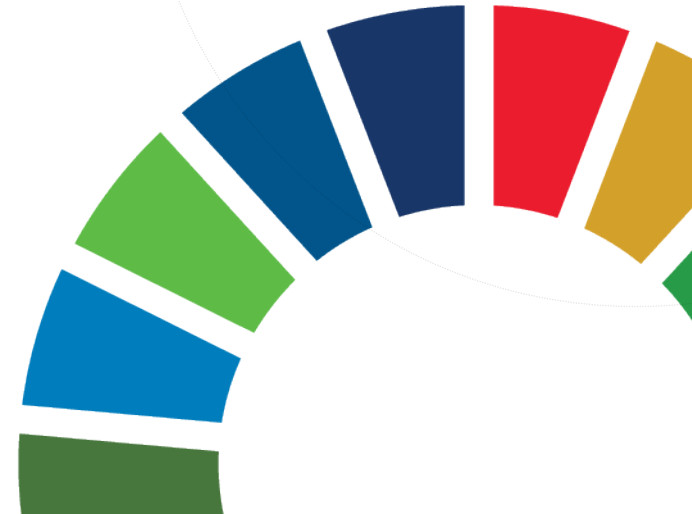
SMALL AND MEDIUM ORGANIZATIONS

- Increase the knowledge and understanding of SMOs on the considerations, expectations, potential opportunities and consequences of multigenerational collaboration and working with youth, through presentations, workshops, peer-to-peer sharing, and facilitated reflection.
- Increase the capacities of SMOs in skills necessary to work with youth (including communication, creating shared visions, engaging in participatory project design and implementation, dissolving power hierarchies and using an asset-based approach).
- Increase the capacities of SMOs to engage the public, and particularly youth, through the contribution and feedback of the Youth Champions.





The Program



Program

Starting January 2020, every year, for four years,

- SMOs from across Canada will be invited to nominate a youth to participate in a six-month Youth Champion Program. The youth would be:
 - Either a national (Canadian local to the SMO's region) or international youth
 - Between the ages of 18 to 35 (by the start of 2020),
 - Involved with the SMO, as a current or former volunteer, member, staff-person, alumnus, or partner.
- One national and one international youth will be selected for each region (associated with the jurisdiction of the provincial and regional Councils for international cooperation), for a total of 16 youth champions per year, who will form a cohort.
- During the six-month program, from February to July, Canadian SMOs will be supported by Spur Change to learn about and practice the principles of intergenerational collaboration, in mentoring the youth and fostering their meaningful participation and contribution to the operations or programs of the SMO.
- Youth Champions will benefit from subject matter training on global issues, the Sustainable Development Goals, a feminist approach to international development, and skills training in dialogue, facilitation, advocacy, and public engagement.
They will also benefit from peer learning and networking opportunities to deepen their understanding and engagement.

Program

- Youth Champions and their host SMOs will meet regularly and collaborate on an action plan for public engagement. Each Youth Champion will then be responsible for five to six public engagement activities in Canada to take place any time before the end of the program. These activities are to be planned and coordinated in collaboration with their host SMO, and the support of Spur Change.
- In the Spring, the international youth champions will be invited and sponsored to come to Canada and will spend 7 to 10 days with their local counterpart, engaging in an in-person workshop, touring the region, and continue engaging in public engagement activities together.
- Each Youth Champion will be responsible for blogging, or producing a visual or oral reflection on their learning and experiences every two weeks for the duration of the program.



Expectations

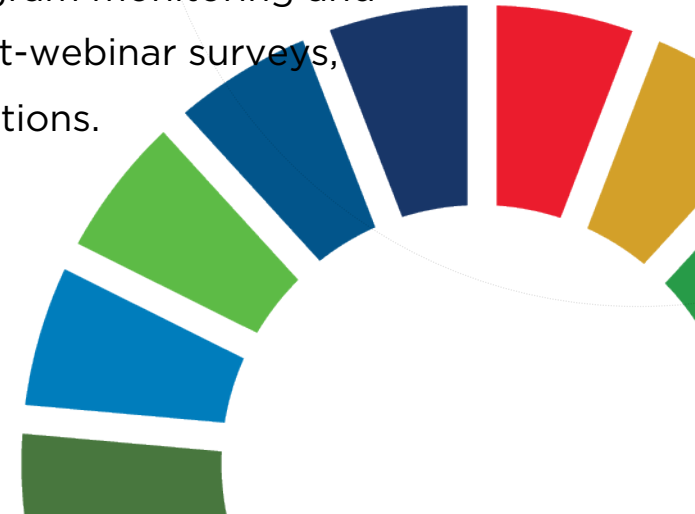
Roles and Responsibilities





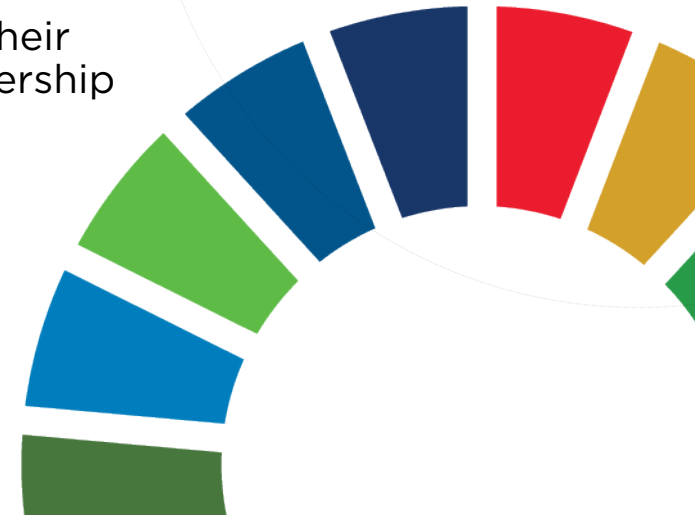
Expectations - All

- **Time:** Both the SMOs and Youth are expected to dedicate 5 hours / week to the Youth Championship Program (training, meetings, collaboration, public engagement activities, communications, debriefing and ongoing monitoring and evaluation activities).
- **Communications:** Access to reliable internet or phone lines to facilitate participation in webinars / meetings
- **Activities:** Participate in ongoing program monitoring and evaluation - including completing post-webinar surveys, responding to Spur Change staff questions.



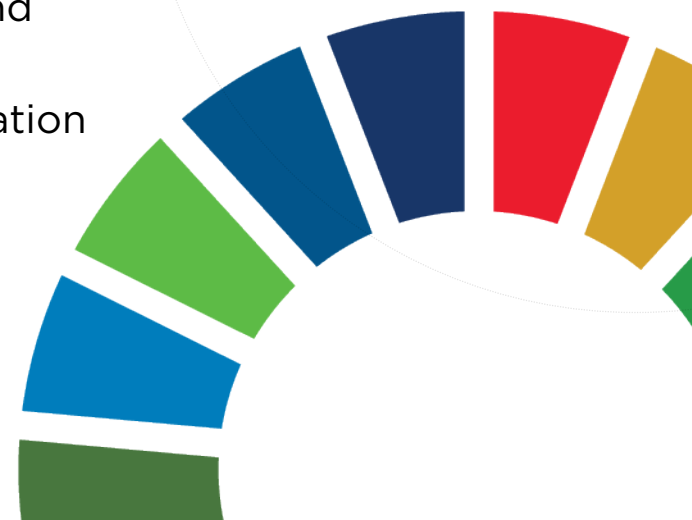
Expectations - SMOs

- Provide a key point of contact to the youth who has the resources (time, role and authority) to work with and support the youth for the duration of the program
- Actively participate and contribute to the training, and peer-learning by attending, completing pre and post-training activities, offering feedback and reflections, taking on facilitation or leadership roles, and actively engaging in the youth-SMO meetings for sharing, learning and planning
- Learn about and practice principles of multigenerational collaboration
- Mentor the youth by
 - Sharing information on partners, operations, challenges faced in both development work and engaging the Canadian public,
 - Offering opportunities for one-on-one shadowing and accompaniment,
 - Creating opportunities for dialogue with program partners,
 - Inviting them to participate and contribute to local events or gatherings (or in any other way that suits the youth's interests and skills)
- Foster and plan for the meaningful participation and contribution of youth to their organization's operations or programs, and create space for them to hold leadership roles
- Consider and integrate (where appropriate) youth input in decision making processes



Expectations - SMOs

- Collaborate with the youth to organize and implement 5 to 6 public engagement opportunities (if the organization already has a public engagement plan and activities, then it would be good to get input from the youth on the delivery, evaluation, etc...)
- Present on the SMO's programs and activities as part of a group learning and knowledge-sharing opportunity
- Involve Southern partners in the program (dependent on their capacity), including opportunities to share their work and experiences with the youth cohort
- Provide non-financial, logistical support for any necessary travel (including regional visits and international youths' travel to Canada)
- Work with Spur Change to procure travel visas for international youth
- Share their experience with the Youth Championship Program, and on youth engagement, with other SMOs (likely at the next annual conference)
- Openly receive feedback from youth and engage in respectful, collaborative and creative problem identification and solving if necessary
- Report any change of expectations and capacities or breakdown in communication and relationships to Spur Change for collaborative problem solving

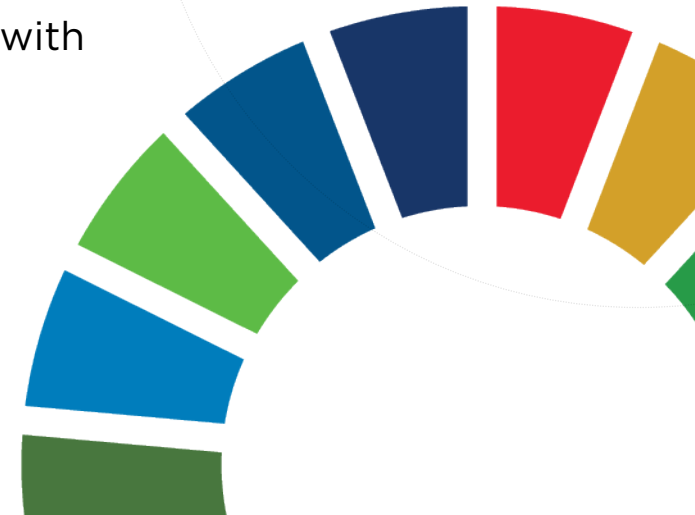


Expectations - Youth

- Actively participate and contribute to the training, and peer-learning by attending, completing pre and post-training activities, offering feedback and reflections, taking on facilitation or leadership roles, and actively engaging in the peer-to-peer and youth-SMO meetings for sharing, learning and planning.
- Take on an active learning role with the SMO including in-depth training and understanding of the following:
 - The global issue that the SMO is trying to address
 - The region and communities the SMO works with
 - The SMOs approach to the global issue, its programs, and their contribution
 - The SMOs work in Canada
 - The SMOs operations and processes
 - The challenges that the SMO faces

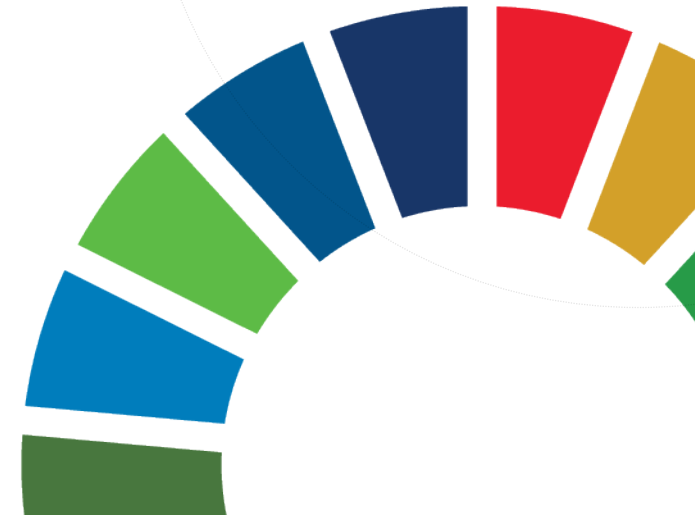
This can happen through reading of documents, meeting with staff, attending local events, etc...

- Seek and exercise with responsibility and professionalism any leadership roles with the SMO when appropriate



Expectations - Youth

- Collaborate with the SMO to organize and implement 5 to 6 public engagement opportunities (if the organization already has a public engagement plan and activities, then provide input on the delivery, evaluation, etc...)
- Actively share their experiences and learning on global issues through social media and other communication platforms (to be determined with the group)
- Inspire and motivate other youth to learn about and be engaged on global issues
- Share their experience with the Youth Championship Program, and inter-generational collaboration, with other youth(likely at the next annual conference)
- Openly receive feedback from youth and engage in respectful, collaborative and creative problem identification and solving if necessary
- Report any change of expectations and capacities or breakdown in communication and relationships to Spur Change for collaborative problem solving

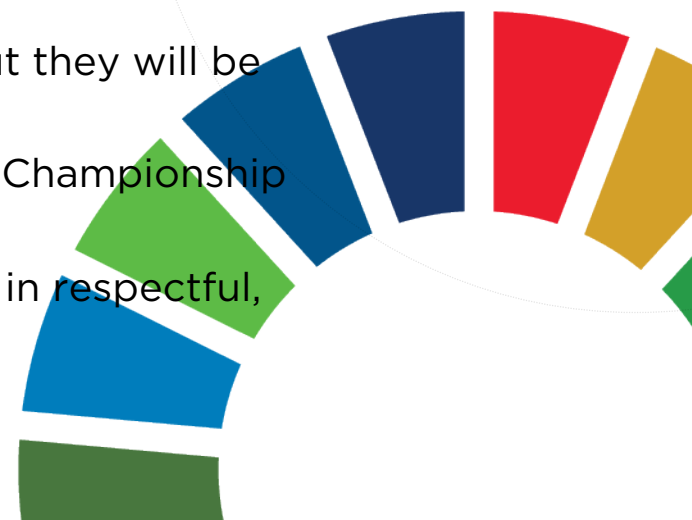


Expectations - Spur Change

- Provide accessible, relevant and tailored training and learning opportunities for SMOs and Youth on:
 - Intergenerational collaboration
 - Subject matter (SDGs, FIAP, approaches to international development ...for youth
 - Skills (dialogue, facilitation, advocacy, public engagement)
- Provide support to SMOs and Youth throughout the program
- Work with SMO to procure travel visas for international youth
- Cover any expenses related to engagement opportunities for the youth
- Cover for all travel expenses for the 7 to 10-day international youth visit including:
 - Travel to and from Canada / across Canada
 - Visa applications
 - Insurance
 - Accommodations
 - Per diems

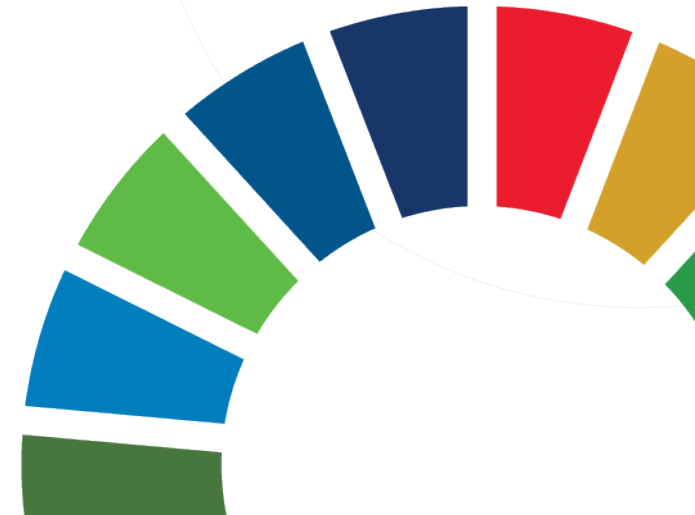
SMOs are welcome to extend the length of the trip for the youth champions but they will be responsible for the expenses past the 10 days

- Create platforms for youth and SMOs to share their experience with the Youth Championship Program, and inter-generational collaboration
- Openly receive and integrate feedback from program participants and engage in respectful, collaborative and creative problem identification and solving if necessary
- Develop and implement communications and conflict resolution processes



Expectations - Councils

- Contribute to the training program by serving as subject matter experts, facilitators and advisors
- Provide platforms for communications and publicity for the youth and the SMO
- Provide logistical and organizational support to youth and SMOs to facilitate public engagement events and activities
- Provide a community, network and physical space to support the collaboration and work of the youth and the SMO (where available and possible)



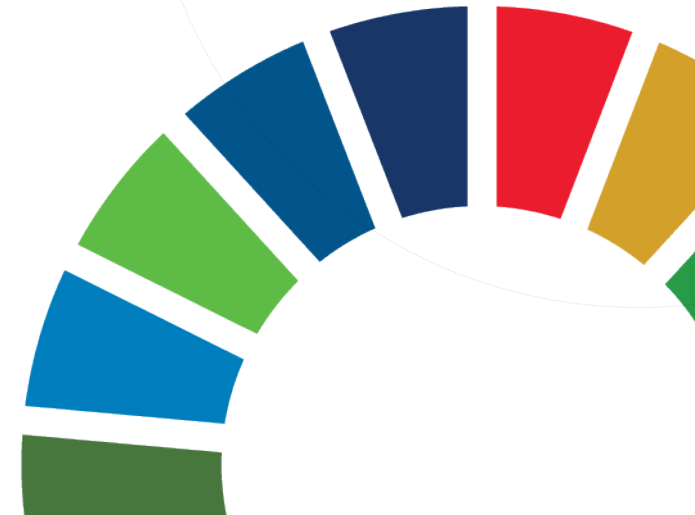
Timeline





January

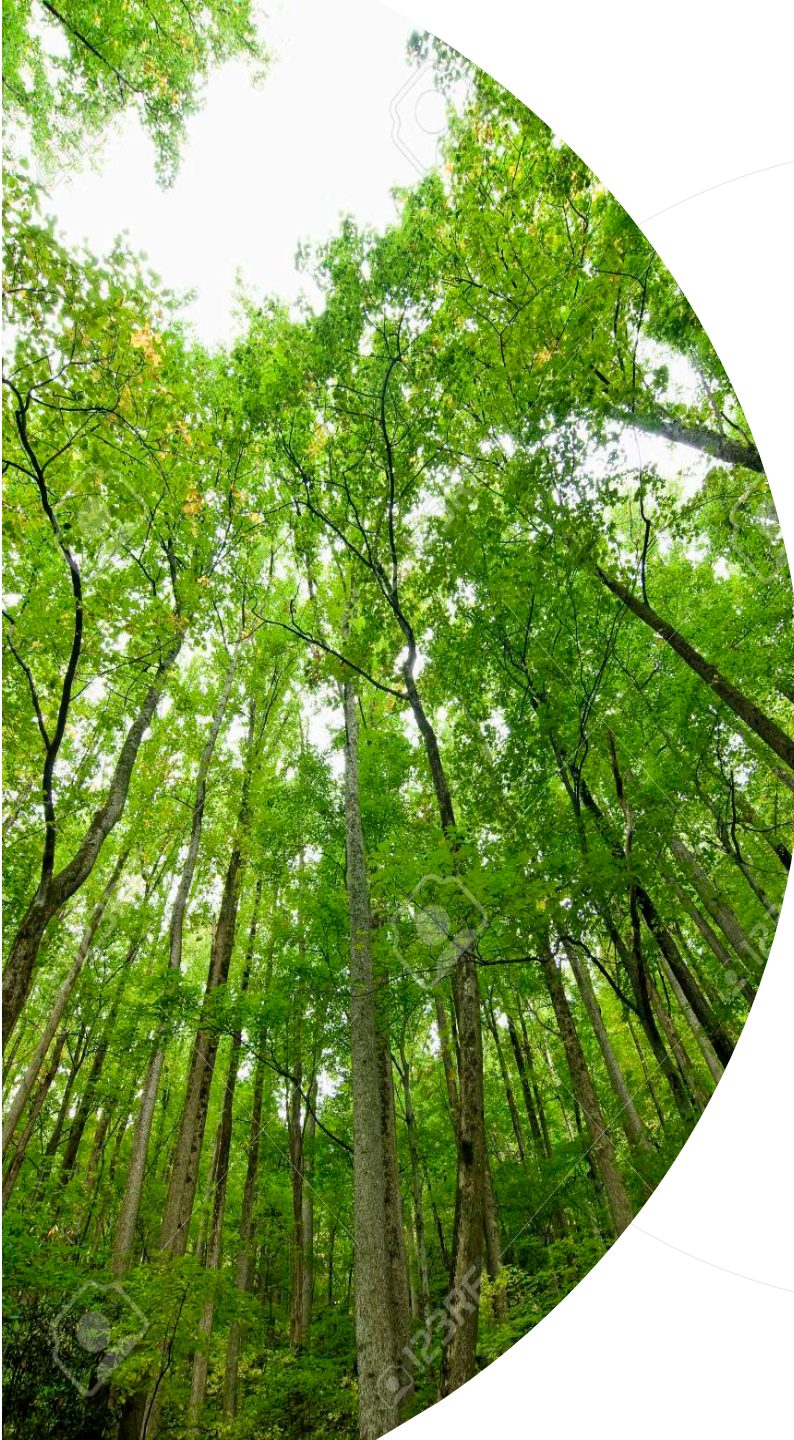
- **January 12** : Nomination / Application packages (program information, selection criteria, SMO obligations and application process) are sent to SMOs via Councils and Spur Change communications platforms
- **January 30** : Information Webinar for all interested SMOs



February

- **February 17** : Deadline for Nominations / Applications
- **End of February** : Agreements signed with all participants
 - Program Objectives
 - Expectations
 - Roles and Responsibilities
 - Lines of Communication
 - Conflict Resolution Mechanism
 - Use of Information - Contact and Feedback

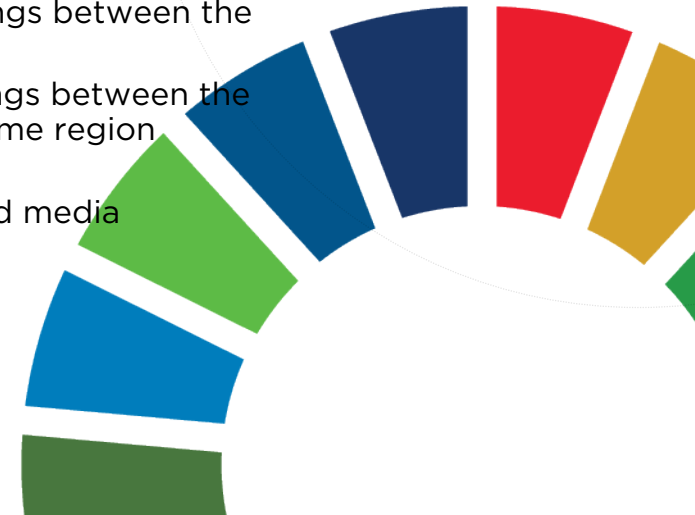
Orientation (webinar) provided for all Youth / SMOs

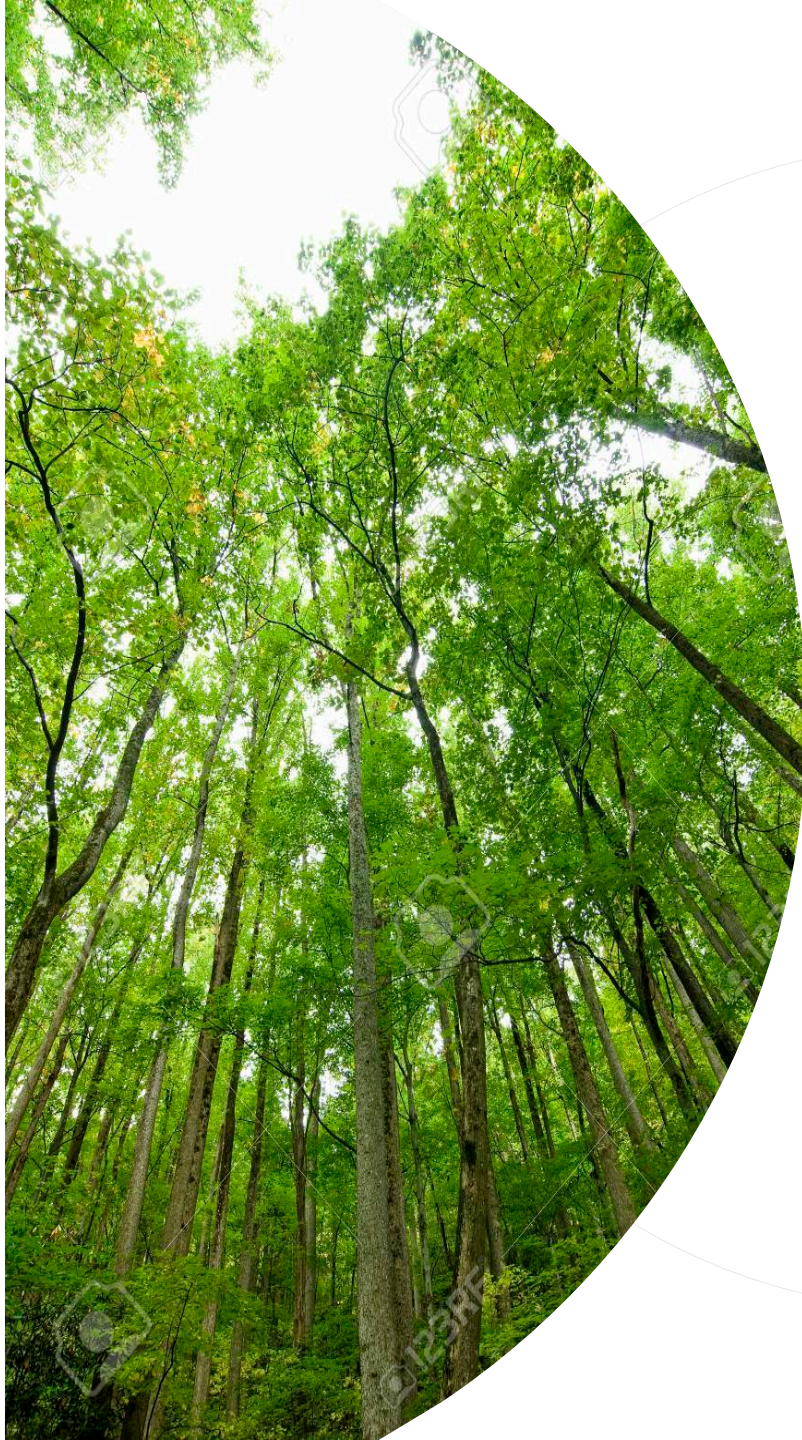


March - April

- Remote preparation and training period for Youth / SMOs
- Training will involve and require the following:
 - Completion of the Hive Mind Public Engagement Course
 - Webinars
 - One two-hour webinar / week for Youth
 - One two-hour webinar / two weeks for SMOs
 - Preparatory and Post-Webinar Readings and Exercises
 - Biweekly two-hour one-on-one meetings between the Youth and their host SMO
 - Biweekly one-hour one-on-one meetings between the local and international youth of the same region (starting end of February)
 - Biweekly journaling / blogging / mixed media response (submitted to Spur Change)

A detailed training calendar
will be provided to all participants



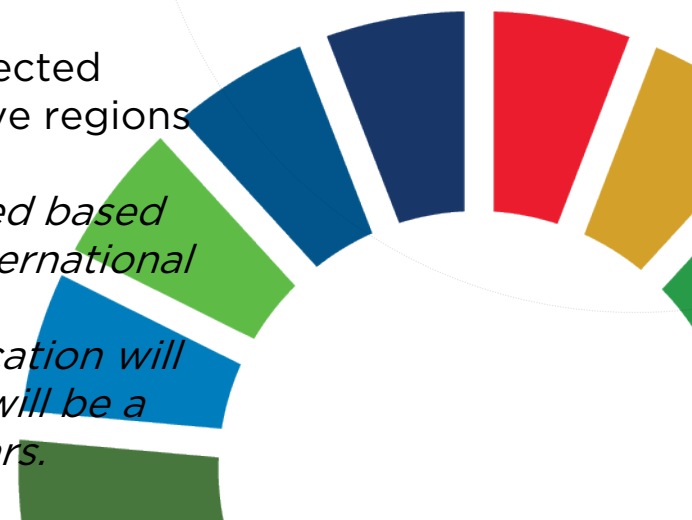


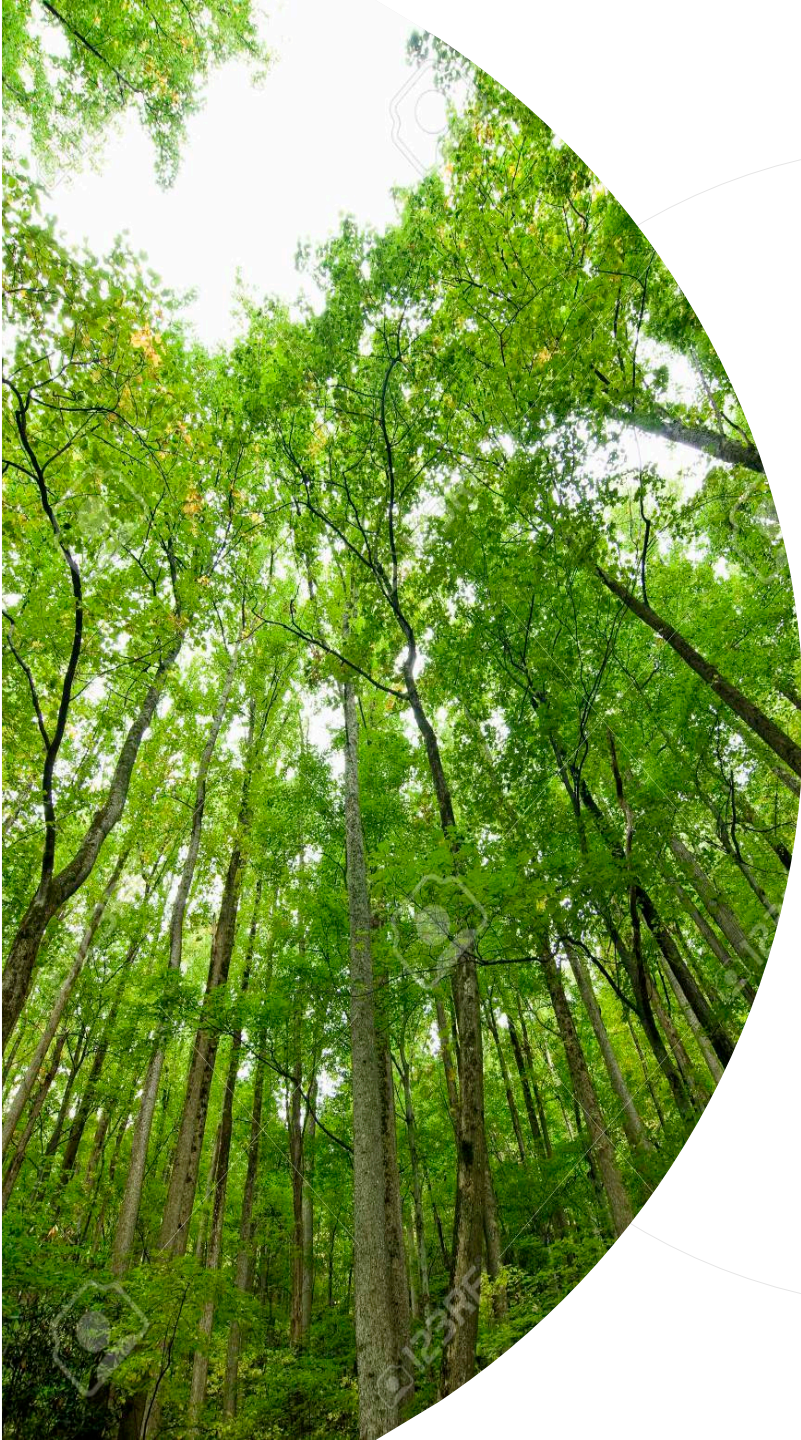
May - June

- In-person meeting and training for all youth
- International youth will come to Canada (to their respective “host” regions) for 7 - 10 days
 - Spur Change will cover for all travel expenses for the 7 to 10-day trip including travel to and from Canada / across Canada, visa application, insurance, accommodations, and per diems
 - SMOs are welcome to extend the length of the trip for the youth champions but they will be responsible for the expenses past the 10 days
- Youth Champions will meet in a selected city prior to going to their respective regions

Location of meeting will be determined based upon the countries of origin of the international youth champions.

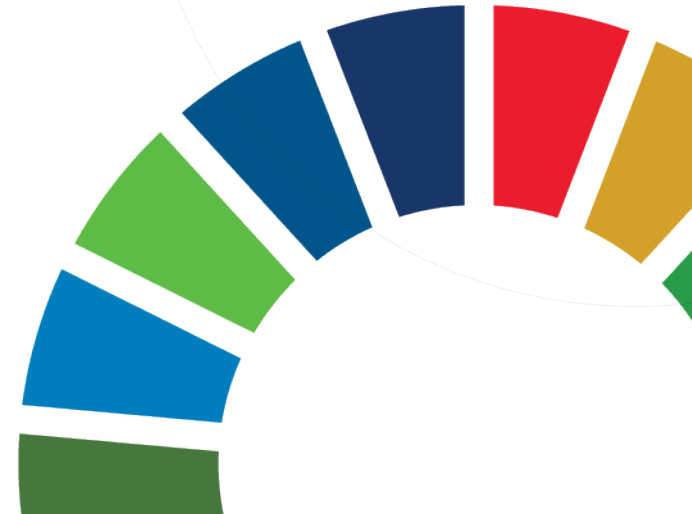
The most cost-effective option for location will be determined, with a hope that this will be a different location each of the four years.





Public Engagement

- All youth will engage in the pre-planned public engagement activities with their host SMOs



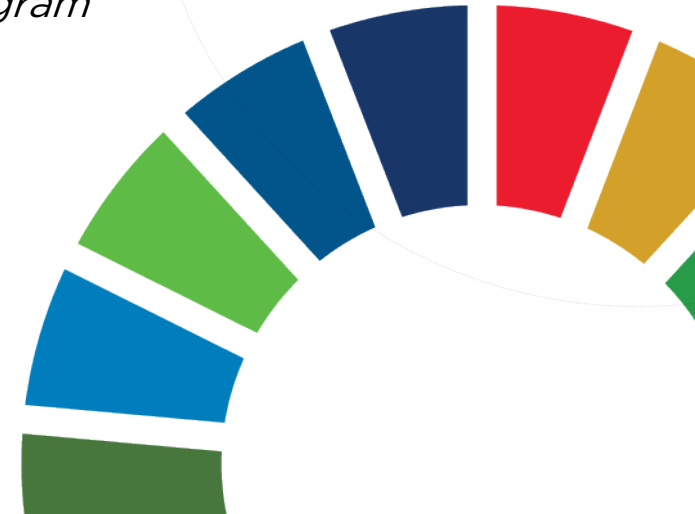


June - July

- Public engagement activities
- Program Debriefs and Evaluation

Program monitoring and evaluation will be ongoing, with all participants and contributors engaging in this process throughout the six months.

The process will be designed and led by Spur Change staff in consultation with program participants.



CONTACT



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