

# FRAMEWORK



## THE HUB

At the center of the framework is the hub. It includes the core function of the Youth Leadership Council which is advocacy, both internal and external. The internal advocacy reflects systems change within Wyman, and the external advocacy consists of social change within the community. This is where YLC Advocacy Training takes place adapting tools from the Advocates for Youth open source advocacy guide.

The outer portion of the hub reflects the youth-adult partnerships that are central to the advocacy work and to the Youth Leadership Council. **YLC is not a program, but a partnership between youth leaders and Wyman staff, executives and Board.** Reframing thinking about this relationship and providing a model for its execution are key to its success. We will reframe thinking with best practices from Advocates for Youth youth-adult partnership model. The Social Change Model of Leadership will support its execution. An assumption of this model has been adapted as **the key to YLC's framework:** "Leadership is a process, not a position and not a person."

The hub is surrounded by youth outcomes of social equity, power and agency.

## THE INTERSECTING CIRCLES

There are 5 circles that intersect the hub representing the framework processes or conditions for success.

They include the following:

- 1.Connection
- 2.Communication
- 3.Action
- 4.Assessment
- 5.Accountability

See descriptions in the Toolkits section.

## THE OUTER RIM

The Outer Rim represents the practices that keep this framework moving. If these elements are skipped or ignored, the framework is not supported.

The elements of the Outer Rim are  
**Consistency**

Consistency is required at every level and at each stage of the process. Requires prioritizing the 5 processes.

**Identify and Overcome Barriers**

Barriers will come up. Examples of barriers include scheduling conflict, unclear communication or lack thereof altogether, life's curveballs, apathy, lack of inspiration, limitation/depletion of resources, conflicting priorities or ideas, feeling unseen/unheard, and more. The key is to stay on top of them, figure out temporary work arounds or fix what's broken so you can move forward and maintain that consistency. "Change," the 8th C in the Social Change Model of Leadership addresses this element.

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## EXPECTATIONS + COMMITMENT

We support, and stand with, teens in breaking down and overcoming barriers that they experience and to improve equity for teens in the future. Systems level and advocacy work is about addressing root causes, the very conditions and inequalities that cause our mission to exist. We strengthen and elevate the voices and leadership of our young leaders. We are experiential educators and young people learn to lead by being in leadership roles. We educate and advocate for policies and practices that support young people including investments in social-emotional learning, access to affordable post-secondary opportunities, eliminating racism and bias in policy and practice, high-quality public education, and increased youth voice and leadership in all systems that support them,

## CULTURE

Young people's voices and perspectives help define activities, codes of conduct, programmatic standards. They help evaluate our programs as participants and later as alumni. Teens in Wyman's programs develop social-emotional skills, create a positive sense of self, and nurture connections with people throughout the community.