



**Vision:** Adults, especially older adults, connect with and establish affirming relationships with youth.

**Goal:** Equip adults to form supportive relationships with youth, including youth voice in this work.

Strategy	Action Items
<p><b>There is trust between the adult and youth.</b> Both feel free to be who they are without consequences. Adults accept youth. Communication, listening, and collaboration will be authentic. Barriers will be eliminated.</p>	<p>Define what is meant by trust. Building trust is ongoing, not a one and done. Need to train adults on building trust.</p>
	<p>Building a relationship – Build it naturally. Youth feel their opinions/thoughts are valued and valid.</p>
	<p>What adult and youth do together:</p> <ul style="list-style-type: none"> <li>• Focus on opportunities for communication.</li> <li>• Fun activities that both enjoy.</li> <li>• Get together outside of home and school, in a space where youth feel comfortable and safe, and communication can occur.</li> </ul>
<p><b>The right adult will be matched with the right youth based on what the youth needs.</b> They will share commonalities.</p>	<p>Identify what a good pairing looks like and how to make it happen.</p> <ul style="list-style-type: none"> <li>• Ask youth what they are looking for in a match.</li> <li>• Based on shared interest and/or goal, relationships can't be forced</li> </ul>
	<p>Develop a screening process/survey tool to create pairings. Goal is meaningful pairings that are around common interests, identities, or experiences.</p> <ul style="list-style-type: none"> <li>• Youth help create this.</li> <li>• Identify youth needs and adults that are a match to those.</li> <li>• Pairings are a two-way relationship. Both parties can accept or decline.</li> <li>• The screening tool should be natural, not formal. Maybe incorporate speed dating, an ice breaker activity, fun activity like bowling or a picnic, where the adult and youth get a chance to experience the other person. It could be a series of events/activities, a way to connect informally.</li> </ul>
	<p>Leverage partners that are doing this well, organizations with a shared value of establishing strong adult/youth relationships.</p>

	Provide information/toolkit on establishing strong adult/youth relationships for organizations in communities that don't have such existing options.
<p><b>Both adults and youth will be equipped for a meaningful relationship.</b> Adults will have the necessary training to form meaningful relationships with youth. Youth voice will be involved in shaping the adult training.</p>	<p>Develop evidence-based professional development on youth engagement and positive youth development.</p> <ul style="list-style-type: none"> <li>• Includes: inclusion, cultural competence, implicit bias, active listening, communication, emotional intelligence.</li> <li>• Consult/work with organizations already doing this or similar work (such as Boys &amp; Girls Clubs, YMCAs, Park and Rec, Scouts, DCF, Wisconsin Afterschool Network, UW-Madison Extension's Positive Youth Development Institute, Search Institute).</li> <li>• Training is ongoing, not a once and done.</li> </ul> <p>Involve youth in curriculum design and delivering the training.</p> <p>Provide mentor program for adults with other adults doing this work. Includes ongoing coaching and access to resources.</p>
<p><b>Youth voice is at the center, they are heard, and they identify what makes a good relationship.</b> It is evident that youth voice is included in decision making.</p>	<p>Youth design the process.</p> <ul style="list-style-type: none"> <li>• Understand that not all youth want to be at the center but want their voices heard. Offer opportunities for this.</li> <li>• Diversity in the youth involved (age, geography, race, religion, home life, family structure, disability/ability, gender, sexuality).</li> <li>• Pay youth for their time.</li> <li>• Adults advocate, alongside the youth, on what youth are saying. Diversity is represented in the adults involved.</li> </ul>
<p><b>Organizations with expertise in this area will advise us.</b></p>	<p>Learn from organizations doing this work successfully on how to engage youth in a way where they feel that their voice is heard and listened to.</p> <p>Working with groups:</p> <ul style="list-style-type: none"> <li>• A roundtable of representatives sharing resources to streamline and tap into existing knowledge/structures.</li> <li>• Review their existing resources on their websites.</li> <li>• Attend their trainings.</li> <li>• Ensure that expertise in equity and inclusion of all forms is part of organizational expertise solicited in this work.</li> <li>• Research studies may identify models.</li> </ul>