



## Session #19

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### Youth in Philanthropy Seminar

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#### 1 - Introduction

Youth Philanthropy programs bring together philanthropy and the principles of youth participation. The aim of this seminar is to provide an overview on the current thought and activities in youth philanthropy.

##### A new way of giving

Youth philanthropy is part of a trend for foundations to develop new ways of giving. It brings youth and youth / adult partnerships together with foundations and is a form of connecting the community to the foundation. It is a way to enhance the grant making process at the same time as enhancing the skills of young people and adults. Youth philanthropy adds value to the process of grant making.

There are three key areas where this is happening

- Family / succession planning
- Community / public / private foundation grant making / skills development
- Young philanthropists / foundations designed for and by young people

In all these forms....

“What distinguishes youth philanthropy from other forms of charitable activity is that young people participate in decision –making. Youth philanthropy is about more than giving away money it combines philanthropy with principles and practice of youth development.”<sup>i</sup>

##### Definitions

While the definition of philanthropy can be broad and generally relates to the donation of time, talent or treasure for the common good, when talking about youth philanthropy the focus is on young people who are involved in grant making.

#### 2 -Youth Participation Principles

##### Why

The first question that is often asked when thinking about youth participation is how, but there is a step before this and that is why? The motivation for a strategy will affect the outcomes.

Some of the reasons why organisations want to include young people include<sup>ii</sup>:

- A youth perspective

- As part of a diversity strategy
- Expertise in a certain field
- Representation from a key stakeholder group
- Sense of responsibility to provide opportunity
- Plan to increase organisational sustainability / succession plan
- Belief that participation is a right for all people regardless of age

**There needs to be an underlying belief that young people are not just people in the making, or “the future” but that they are citizens in their own right.**

When designing a youth philanthropy program there are two key principles of youth participation that should underlie the design: <sup>iii</sup>

1. Beneficial to young people.
2. Recognise and respect the needs and contributions of all involved.

### **1. Beneficial to young people**

*Why should young people bother to be involved? What will they get out of it? How will this activity improve their life?*

- **Informed choice:** Young people should be informed about what is involved and given a choice, it should not be compulsory.
- **Enjoyment:** Activities should be fun, exciting and challenging.
- **Relevant:** Activities should address those issues and needs that are perceived as real by the young people involved.
- **Developmental:** Activities should raise young people’s awareness of the social, political, economic, cultural and personal aspects of the issues affecting them.
- **Educational:** Activities should provide opportunities for both formal training and the informal development of skills.
- **Relationship focused:** Activities should provide opportunities for building active and supportive working relationships between young people and other members of the community.
- **Support, supervision and monitoring:** Young people should be provided with whatever is required to promote success and to handle failures or setbacks.
- **Resources:** Activities should be adequately resourced with sufficient time, space, funding, information, etc (include this issue in normal budgeting processes).
- **Beneficial:** Benefits for the young people need to be included. This may be simply that the involvement is enjoyable, educative, etc—or in some cases may involve specific payment (e.g. consultation on a specific issue).

### **2. Recognise and Respect**

*Be sensitive to the inherent difference in experience, status, power, control, knowledge of resources, language, etc. How can you acknowledge this, incorporate it and overcome any problems caused by it?*

- **Accountability:** Mechanisms need to be included to provide for monitoring, accountability and feedback for activities undertaken by young people.
- **Goals and strategies:** Young people must be given the opportunity to identify and define the problem as they see it, exploring options and alternative strategies.
- **Ownership:** Activities should provide young people with a sense of belonging and ownership.
- **Value:** Young people should be able to recognise that their participation is valued and that they have ownership in the process.
- **Negotiation:** Young people will not necessarily dominate the decision-making. The knowledge, responsibilities and commitments of the adults' involved need to be acknowledged.
- **Avoidance of tokenism:** Young people must be offered real roles.
- **Flexibility and space:** options for participation must be sensitive to the particular young people's value systems, availability, commitments, language, skills, culture, financial resources, access to transport, etc.
- **Diversity:** Young people are not a homogenous group, and having some young people participate does not ensure the inclusion of the views of all young people.
- **Expertise:** Some tasks need to be undertaken by trained professionals, either because adequate training is not possible or due to legislative requirements.
- **Evaluation:** Activities should include ongoing critical analysis of experiences, actions taken and outcomes.
- **Recruitment:** Appropriate recruitment and selection processes will ensure the right young person for the job.

### 3- Frame work of youth participation in philanthropy

The involvement of young people in an organisation can be thought of as a continuum<sup>iv</sup>. The continuum does not imply that one approach is better than another, but that different approaches are suited to different situations. Given the structures and roles of most philanthropic foundations, strategies ranging from 2-5 form a logical approach.

1	2	3	4	5	6
Ad Hoc	Structured Consultation	Influence	Delegation	Negotiation	Control

**Ad hoc** – this input works best with organisations that have contact with many young people as part of their general business and can be characterised as *feedback or informal consultation*.

**Structured Consultation** – seeking young people's opinion about what they need, what problems they face and strategies to respond. This can be *forums, workshops and reference groups*.

**Influence** – formal and structured process' that feed directly into the organisational structure. This includes *advisory groups and youth councils*.

**Delegation** – young people are given particular tasks in the organisation. Tasks could include *fundraising, young spokesperson or grant making*.

- **Negotiation** – young people share power with adults. This includes integration of young people into existing *decision-making structures*.
- **Control** – young people make the crucial organisational decision. This can be a *group of young people with no adult involvement or a project of an organisation that is being controlled by young people*.

## **Youth Grant Making and The Foundation for Young Australians**

### **The Foundation for Young Australians**

### **Australia**

The Foundation for Young Australians implemented a comprehensive youth participation policy in 2002, recognising that the most effective way of involving young people in the organisation was to involve them on every level. FYA's youth participation strategy includes young people in all aspects of decision-making, from the Board of Directors through to the groups that make decisions on specific funding rounds.

During 2002 a public, national, call was made for young people to become involved in decision making at FYA and over 250 applications were received. Now FYA has:

- 56 young people are members of the existing State and Territory committees as Youth Grant Makers,
- 3 young people are members of the Board
- 8 young people are members of other national strategic and governance committees.

Each State & Territory committee comprises seven Youth Grant Makers and two - four adult members. An adult member chairs the committee with a Youth Deputy Chair. As the Chair is also a member of the Board, the Deputy Chair attends national FYA meetings, including the Board meeting if the Chair is unavailable. The Committee's primary role is to assess the "Youth for Youth" applications and make funding decisions on grants of up to \$20,000. .

The young people selected for the Board and other committees, are supported through being mentored by existing committee members. The young Board members were also trained alongside the Youth Grant Makers at a four-day workshop in Melbourne.

### **Levels of youth participation**

The ladder is used to measure the degree of participation of any chosen initiative<sup>v</sup>. The ladder highlights that some forms of participation are actually not participation. The ladder is a measure and so programs and initiatives can move from one level to another over time. For example a program may be adult initiated but over time becomes youth initiated. The partnership grants model of The Foundation for Young Australians is a model where organisations are funded to develop initiatives that are youth led, so in the first instance the program is adult initiated but the aim is that young people are supported to initiate their own programs.

### **Bottom rung** (low - non participation)

**Manipulation:** The project feigns being youth driven. Projects are adult initiated and run, young people have no understanding of the issues behind the actions events or activities. Adults use young people but do not consider them key stakeholders. Putting people in a consultation where the outcome is predetermined or having young people making meaningless, decisionless decisions.

**Decoration:** projects are adult initiated and run, young people may have a limited understanding of the activity / project but have not contributed to the decision-making and are generally used as a promotion. Youth awards, poster campaigns with young peoples pictures or quotes on them but with no back up.

**Tokenism:** Projects are adult initiated and run. Young people may be appear to be given a voice but actually have little or no choice about what they do or how they participate – eg. a single young person put on a board with no support or a survey of questionable methodology held as representative

### **Middle run** (medium participation)

**Assigned but informed:** The projects are adult initiated and run with young people assigned a specific role. Young people understand how and why they are involved. This could be a young media spokesperson; grant makers etc and again can quickly drop down a level if not done well.

**Youth consulted and informed:** Adult initiated and run. Young people give advice on projects. Young people understand the process, are consulted, and their opinions are taken seriously, they are informed about how their input would be used and of any outcomes of the consultation. Programs that would fit this measure include Youth Roundtable (National and State models), reference groups, advisory committees – if consultation is not done well than it can quickly become tokenism, decoration or manipulation

### **Top rung** (high level participation)

**Adult initiated, shared decision:** Adults initiate the project but the decision-making is shared with the young people. Young people are seen as key stakeholders in the project. Canteen, Rumad, Create Foundation, Lead on, Youth Led Futures

**Youth initiated and directed:** Young people design implement and manage their own projects with limited or no adult involvement. This includes organisations such as Student Unions, UNYA, Vibewire and.

**Youth initiated, shared decision making with adults:** Young people initiate the program and the decision-making is shared with adults. Young

people are empowered while at the same time they are enabled to access and learn from the experience of the adult. Includes organisations such as Millennium kids

## **Millennium Kids**

## **Australia**

Millennium Kids began in 1996 after a small group of young people attended an international youth environment conference with their teacher. On their return from the conference the young people were disappointed with the level of youth involvement and so decided that they would like to hold their own.

Millennium kids, based in Fremantle, WA are a youth led organisation. Their Board is comprised of fifteen members aged between 10 and 18 years, young people aged 18-25 can progress to leadership and training roles within the organisation. The youth board is responsible for the direction and decision making of the organisation. An Adult Advisory Council is responsible for the legal and financial accountability of the organisation. Millennium kids operations are reliant on external funding sources and partnerships have been made with Alcoa World Alumina Australia, Broadwater Resort and Apartments, City of South Perth, Western Australian Department of Planning and Infrastructure and Foundation For Young Australia.

Young People are encouraged to run projects in their community by attending the Millennium Kids conference where they create action plans; the conference participants implementing projects in their community can apply for funding through the Millennium Kids Green Team Grants, where the youth board makes the funding decisions. Their mission is to have fun, eat chocolate, help the environment, and the two key principles of the organisation are youth empowerment and environmental protection. Since inception over 2000 children have attended the Millennium Kids conferences and workshops. They have worked with over 100 schools around Australia and have an individual membership of over 2500.

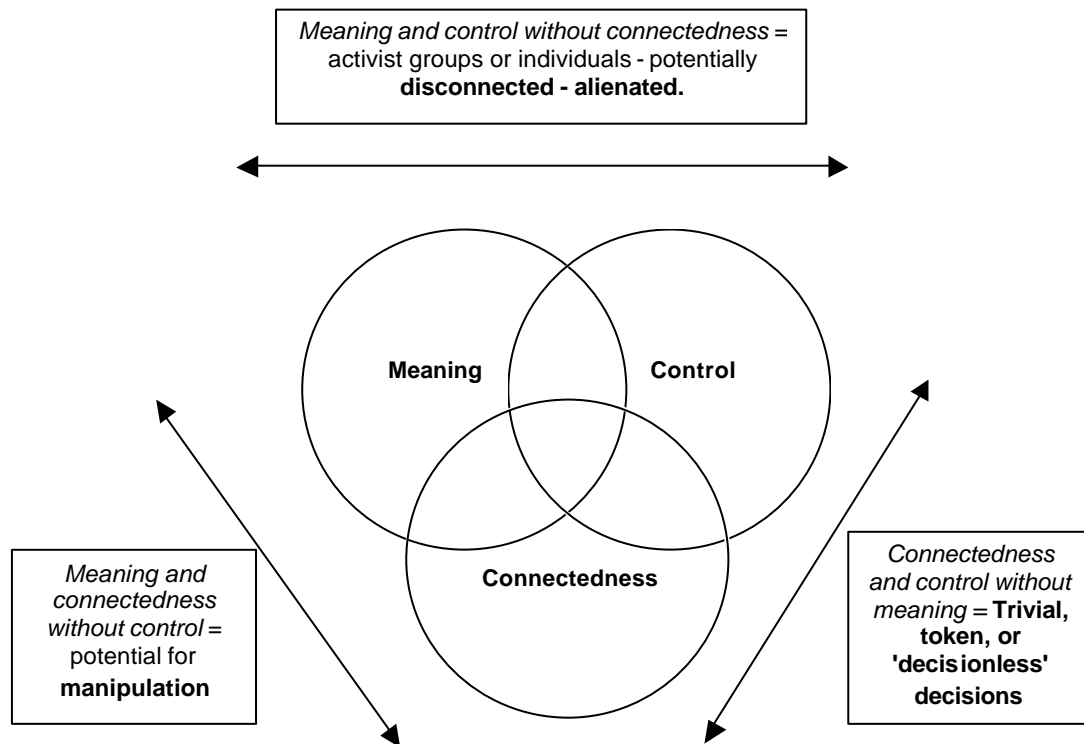
The Millennium Kids model has been adapted in Canada, South Africa and Indonesia.

## **Meaning Control and Connection**

The ideal state of a youth participation strategy is that it would incorporate three elements, meaning control and connectedness.<sup>vi</sup>

- Projects are *meaningful* for young people;
- Young people have or share *control* over what happens;
- The projects and the young people are *connected* into the wider community resources and relationships.

Very few organisations are able to achieve all three and it has been found that there are still benefits, even if the program isn't 100%. This tool can be used to support the design and the evolution of a youth participation strategy



## 4- Benefits

A recent American study - *At the Table*, had a focus on what organisations get out of involving young people in decision-making and found the following.<sup>vii</sup>

### Adults

- Working with young people enhanced the commitment and energy of adults to the organisation.
- Adults felt more effective and confident in working with and relating to young people.
- Through experiencing the competencies of youth first hand, adults began to change their perception of young people, from the stereotype of an anti – social ‘youth’ to a legitimate and crucial contributor to organisational decision-making.
- Adults came to understand the needs and concerns of young people and gained a stronger sense of community connectedness.

### Organisation

- An organisational cultural shift to embrace youth involvement.

- Organisations found that young people help to clarify and bring focus to the organisation's mission.
- The organisations became more responsive to youth in the community. Directly involving young people strengthened the organisation by making its work more relevant to the lives of young people. This directly led to program improvements in many cases.
- Including young people in decision-making led organisations to reach out to the community in more diverse ways.
- Involving young people increased the organisation's credibility.

### **Foundations**

Based on the evaluation of the Michigan Community Foundations Youth Project looking at 86 community foundations.<sup>viii</sup>

- Supporting current and future community leaders.
- Increased visibility in the community.
- Stimulate increased assets "it is very hard to turn down an enthusiastic young person who wants to make a difference".
- Leverage resources.
- Create new networks.
- Provide a new source of energy and enthusiasm.
- Become a new group of donors.

### **Young people**

Of course the aforementioned first principle of youth participation is that there is a benefit to young people. The International Youth Foundation has identified five key outcomes for youth participation<sup>ix</sup>.

- **Character:** youth acquire a sense of responsibility and accountability, the ability to thrive despite adversity.
- **Confidence:** Young people develop a sense of self worth based on their ability to make choices and take the initiative.
- **Connection:** young people develop a positive sense of belonging to their community, to caring adults and to their peers.
- **Competence:** Youth are enabled to master sound educational and vocational skills to earn a living.
- **Contribution:** young people become civically minded and wish to make a contribution of their time, ideas and talents to better their communities.

When the MCFYP was evaluated after 12 years<sup>x</sup> they found that young people who had been youth grant makers for at least one year had increased confidence, sensitivity, skill level and had higher rates of volunteering and personal donations than young people who had not participated in any program.

## **4- What is happening**

The following are examples of youth grant making programs in the USA, Canada, the UK, New Zealand and Australia.

In the USA there are now over 500 organisations that engage young people as grant makers.<sup>xi</sup> One of the first was the Michigan Community Foundations' Youth Project.

## **Michigan Community Foundations' Youth Project USA**

The Michigan Community Foundations' Youth Project (MCFYP) began in **1988**, by the Council of Michigan Foundations and financially supported by the W.K Kellogg Foundation and the Charles Stuart Mott Foundation. An initial grant was set up as a challenge grant: For every two dollars raised locally and placed in permanent endowment within a community foundation, the Kellogg Foundation pledged one dollar to build a youth fund. The Mott Foundation issued a companion grant to provide start up support and technical assistance to emerging community foundations.

Since inception, more than \$47.6 million has been matched by over \$100 million raised locally, to create 86 permanently endowed youth funds. A Youth Advisory Committee (YAC) made up of at least 50% young people oversees each of the funds. The average age of a new YAC recruit is 13-15. YACs involve more than 1500 young people annually as members.

The role of the YAC is to make grant recommendations, using income from the permanent youth fund, and to advocate for "youth as resources" to the community. The committee must:

1. Conduct an assessment of youth needs in their community, reviewed at a minimum every three years;
2. Assist with raising the funds to meet the challenge;
3. Conduct Grant Making from the interest on the Endowed fund; grant sizes vary but are generally between \$500 - \$15,000 and
4. Stimulate youth volunteering in their communities.

## **Vancouver Foundation Youth in Philanthropy Program Canada**

Vancouver Foundation's Youth in Philanthropy Program started in 1998 with two major elements:

1. The Vancouver Foundation's Youth Philanthropy Council
2. Support to other British Columbia (B.C.) community foundations interested in engaging youth through the establishment of a youth advisory council (YAC).

### **1. Vancouver Youth Philanthropy Council**

The youth philanthropy council is a committee of the Vancouver Foundation and reports to the foundation's Board of Directors. It is comprised of young people who are residents of the City of Vancouver who meet on a regular basis to plan and implement grant making activities for youth projects, and the development of Vancouver Foundation's youth fund.

## **2. Support for other community foundations**

Vancouver Foundation provides start-up matching grants as well as program development, coordination, training and technical assistance over a 3 year period to eligible B.C. community foundations. Participating community foundations commit to:

- Convening a Youth Advisory Committee that is representative of the young people in their community;
- Designating an advisor/mentor to work with the Youth Advisory Committee and liaise with the Community Foundation Board of Directors and
- Establishing a permanent Youth Endowment Fund, the income from which will be used to grant to youth projects in the community.

After four years of operation, eleven British Columbia community foundations have convened youth advisory councils. Over 100 young people aged between 13 and 22 have participated in community foundation YACs.

## **Youthbank**

## **UK, International**

Youthbank in the UK piloted seven programs in 1999 in areas including Scotland, Northern Ireland, Wales, Bristol, Tower Hamlets, Bradford and the Northumberland, Tyne & Wear Youthbank

Five national organisations worked in partnership to develop the overall framework, secure start-up funds and oversee the initial pilot phase these were:

- The National Youth Agency;
- The Prince's Trust;
- Changemakers;
- British Youth Council and
- Community Foundation Network

Each YouthBank is supported by a host organisation that works in partnership other local and national organisations. These include charitable trusts; youth work organisations, local authorities, community-based organisations, local businesses, schools, colleges and committed individuals and vary depending on the local need.

The host organisations recruit and support young people between 14 and 24 to act as grant makers. The initial grant makers were recruited by existing youth projects, outreach and workers and contact with other organisations that work with young people who then set local grant criteria, devise publicity, assess applications and monitor impact. Young people who receive grants are then encouraged to become grant makers themselves.

Each pilot began with around £10 – 12,000 a year for grant making, which was part of the £150,000 that was initially pledged by a number of UK based trusts and foundations. Further to this, a grant of one million pounds later came from the National Lottery Community fund to ensure the expansion of the pilot and to provide support for training and networking.

The Youthbank model has now been set up in other parts of Europe including Bosnia and Serbia.

## **Wanganui Community Trust**

## **New Zealand**

The Wanganui Community Trust started a youth grant maker program in 2002.

Young people aged between 15 and 23 and were chosen through an application process. The group was given \$20,000 to distribute with the only requirement being that the grants were consistent with the relevant law and Trust Deed of the Foundation.

Inspired by the responsibility taken by the young people and the valuable insights that they presented to the trustees, the youth fund is now an annual allocation of the budget.

## **G4 Fund**

## **Australia**

The G4 Fund was established in 2001 to allow and encourage the fourth generation of the Myer family to be committed, caring contributors to the community and also increase their knowledge and experience in philanthropy. It is hoped that through this body fourth generation members of the family will become further philanthropists and act as custodians of the long standing tradition of philanthropy in the Myer family.

The G4 Fund has an allocation of funds to grant each year. The members of the committee have the discretion to fund any projects of their choice and project can be outside the existing focus areas of The Myer Foundation. The G4 Fund is governed by two co-convenors and is supported by staff at The Myer Foundation. The G4 is currently made entirely of members aged between 18 and 24.

## **5- Youth Philanthropy; Best Practice, Key Considerations**

Best practice in youth philanthropy lines directly with the principles and practice of youth participation. Based on the evaluation of the Michigan Community Foundations' Youth Program<sup>xii</sup> a youth philanthropy program should:

- Recognition part of the organisation
- Meet regularly
- Represent diverse views
- Have trained advisors
- Orientation of new members
- Regular training
- Assess priorities at least every three years
- Involvement in the whole process of grant making
- Participation in other volunteering
- Inclusion in fund development
- Know / meet / work with the Board
- Publicize and celebrate
- Annual self assessment

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- i From Best Practices in youth philanthropy CCFY
  - ii adapted from FYA paper
  - iii adapted from FYA paper
  - iv Gil Westhorp 1987 – adapted from FYA paper
  - v ladder adapted from FYA paper
  - vi Weirenga, A, Sharing a New Story; Young People in Decision Making, The Foundation for Young Australians, 2003.
  - vii at the table
  - viii MCFYP second evaluation
  - ix IYF participation
  - x Tice, Karin MCFYP
  - xi changing the face of giving
  - xii Tice, Karin