This project was supported by Grant No. 2017-JU-FX-0009 awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice. Points of view expressed in this document are those of the author(s) and do not necessarily represent the official position or policies of OJJDP or the U.S. Department of Justice.
About The Clubhouse Network:

The Clubhouse Network's mission is to provide a creative and safe out-of-school learning environment where young people from underserved communities work with adult mentors to explore their own ideas, develop new skills, and build confidence in themselves through the use of technology. In support of that mission, The Clubhouse Network supports community-based Clubhouses around the world by providing start-up support, professional development, new technology innovations, evaluation and assessment, partnership opportunities, and access to an online community for youth, mentors, and staff.

Today, The Clubhouse Network is a global community comprised of more than 100 Clubhouses in 20 countries, providing 25,000 youth per year with access to resources, skills, and experiences to help them succeed in their careers, contribute to their communities, and lead outstanding lives.
Youth Leadership Initiative – A Clubhouse Continuum Model:

Through our Youth Leadership Initiative (YLI) we elevate our STEM/STEAM education programming through the inclusion of leadership development, particularly focusing on leadership in the STEM/STEAM industry. Members, youth ages 10-18, are encouraged to engage in several different leadership development opportunities below. Throughout each facet of the Continuum Model, additional leadership opportunities and skill-building are enumerated from Clubhouse Membership to alumni and beyond.

This specific focus on leadership throughout a Member’s personal and professional endeavors will build more leaders in STEM/STEAM and other fields that are more gender and racially equitable. Youth Leadership Councils are central to building leadership skills and community engagement throughout a Member’s journey into adulthood.
The Clubhouse Network is committed to collaborating with youth leaders who are making an impact in their Clubhouse and communities. In addition to offering financial support to grant awardees, we are providing this toolkit and additional technical assistance to everyone in our network. When young people, especially those from marginalized identities, see themselves as leaders and continue to lead change for a more just world, everyone benefits.

This toolkit is designed to guide your Youth Leadership Council program activities. It is merely a model and can and should be tailored to meet the needs of your Clubhouse community.

The Madaba Innovation Lab Clubhouse, Jordan
Acknowledgments

This toolkit follows community-based participatory action research methods (CBPAR) which includes the community it impacts in the design of the research, content and implementation. It also centers equity and inclusion of experiences, voice and authenticity. Our design, data collection, analysis, community reviews and editorial process centers the audience and needs of our community.

Authors:

Christine Monska, Youth Leadership Program Manager, led this Toolkit Working Group and contributed to relevant sections. She would like to thank Jen Bourgoin, Mentor Program Manager, for leading Project IMPACTS 2.0’s contributions and ongoing collaboration throughout this project. In addition, a special thanks is extended to the Youth Leadership Council Mini-grant recipients and international sites that helped shape youth leadership in a global context.

Project IMPACTS 2.0

This toolkit was created in partnership with Project IMPACTS 2.0, a program supported by a grant awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice. Seven Project IMPACTS sites met regularly to brainstorm and offer feedback on the Toolkit’s outline and design, discuss templates and case studies, write resources, and review Toolkit sections. This work would not have been possible without the contributions of:

- Athena Mayo, Howard Area Clubhouse – Chicago, IL, USA
- Brian McDonnell, Best Buy Teen Tech Center @ Family Service Association of San Antonio, TX, USA
- Gustavo Madrigal, ListoAmerica Clubhouse – Tustin, CA, USA
- Jose Montesinos, Eden Computer Clubhouse – Hayward, CA, USA
- Maivncais Her, Best Buy Teen Tech Center @ Hennepin County Library-Minneapolis Central – Minneapolis, MN, USA
- Thai Buckman, EXPO Center Clubhouse – Los Angeles, CA, USA
- Tricia Howell, C4K Clubhouse – Charlottesville, VA, USA

Youth Leadership Council Mini-grant Recipients

Julio Caesar Trujillo II, The Best Buy Teen Tech Center @ MLK Center – Indianapolis, Indiana
Ziyad Sarsour, The Al-Bireh Youth Development Resource Center Clubhouse – Al-Bireh, Palestine

The Clubhouse Network's Youth Leadership Community of Practice Members

Siobhan Hennessy, The Forige Clubhouse - Dublin, Ireland
Brian Berengard and Federico Waisbaum, The Clubhouse @ Puerta 18 - Buenos Aires, Argentina
Dunia Basaleh, The Amman Innovation Lab Clubhouse – Amman, Jordan

Graphic Design and Photography Creative Partners

Graphic Design: Dunia Basaleh, Clubhouse Alumna, former Clubhouse Coordinator from The Amman Innovation Lab Clubhouse – Amman, Jordan; Saneeya Kahn, Clubhouse Mentor – Listo America Clubhouse in Tustin, CA, USA.

Photography:
Jeff Arthur, Community Liaison for The Clubhouse Network; Will Woodworth, Social Impact Manager for Best Buy, Inc.
# Table of Contents

**Section 1: Introduction: Global Youth Leadership Initiatives**
- Clubhouse Members and Alumni Are Leading Change ........................................ 01
- Clubhouse Members Tell Us Why Youth Leadership and Voice Is So Important .... 02
- Inclusive Youth Leadership.................................................................................. 02

**Section 2: Youth Leadership Councils in Clubhouses**
- Talking Points for Clubhouse Leadership: What is the Value of Having a Youth Leadership Council? ........................................................................................................ 04
- Sample Outcomes for Establishing a Youth Leadership Council in Your Clubhouse .. 04

**Section 3: Designing a Youth Leadership Council at Your Site – Roles and Responsibilities**
- Staff Roles in Youth Leadership Councils.............................................................. 06
- The Role of Mentors in Youth Leadership Councils .............................................. 07
- The Role of Youth Leadership Council Members ................................................. 08

**Section 4: Recruitment and Timeline**
- Creating an Application and Youth Leadership Council Position Description .......... 09
- Youth Leadership Council Position Description.................................................... 09
- Youth Leadership Council Application.................................................................... 10
- Selecting Members.................................................................................................... 10
- Establishing a Timeline............................................................................................ 11
- Youth Leadership Council Checklist ........................................................................ 12

**Section 5: Orientation for New Council members**
- Building Community and Norms......................................................................... 13
- Providing a Program Overview – Welcome to the Clubhouse’s Youth Leadership Council ................................................................. 13

**Section 6: Resources for Launching and Hosting Youth Leadership Council Meetings Virtually**
- Technology Infrastructure for Virtual Sessions – A Focus on Discord .................. 14
Section 7: Youth Leadership Council Projects

Youth Leadership Summit in Washington, DC.................................15
Shareá tu Idea, a Wordplay That Means "Share Your Idea".............................16
The First Technology Teen Summit 2014....................................................16
Beautifying the Community .....................................................................16
International Day of the Girl.................................................................17

Section 8: Youth Leadership Models Across the Network

Youth Leadership Through Clubhouse to College/Career Program at The Best Buy Teen Tech Center @ MLK Center– Indianapolis, Indiana.........................................................18
A Leadership Model That Engages Alumni at
The Clubhouse @ Puerta 18 - Buenos Aires, Argentina.................................19
Youth Ambassadors and Leadership Opportunities at
C4K Clubhouse - Charlottesville, Virginia..................................................20
Youth Leadership Council Department Heads at
The Howard Area Clubhouse – Chicago, Illinois, USA.............................21
A Youth Leadership Council Hierarchy Structure at
The EXPO Center Clubhouse – Los Angeles, CA, USA............................22
Youth Leadership Through Robotics at Family Service Association
- San Antonio, TX, USA.............................................................................23
A Youth Leadership Council That Is Active in Their Community at
The Al-Bireh Youth Development Resource Center Clubhouse – Al-Bireh, Palestine...........24
A Passion for Films and Ongoing Training Leads to a Youth Leadership Group at
The Foroige Clubhouse - Dublin, Ireland..................................................25

Section 9: Evaluation and Sustainability

Youth Leadership Evaluation Instrument..................................................26
Sustainability ..........................................................................................27
Section 1: Introduction: Global Youth Leadership Initiatives

Malala Yousafzi once said, “Often, we think we are too young, or our ideas may not work, and we need to grow up to bring change. I just say no. Whatever you want to do now, you can do it now.”

Malala went on to win a Nobel Peace Prize for her leadership at just 17 years old. Around the world young people are stepping up and leading entire movements to improve the lives of other youth and their communities. From the founders of Black Lives Matter (Alicia Garza, Patrisse Cullors, and Opal Tometi) in the USA, global youth climate change activists like Greta Thunberg and to all those who are yet to be discovered.
#Clubhouse Members and Alumni Are Leading Change

#Clubhouse Voices: A Youth Response to Covid-19 and Racism

In May 2020, The Clubhouse Network launched #ClubhouseVoices, a Youth Response to COVID-19 and Racism. They heard members’ voices loud and strong about how they are taking care of themselves and those around them and taking a stand against racism that continues to destruct our collective world. We thank and acknowledge our creative and courageous members who shared their stories using #ClubhouseVoices.

Moyana Olivia - X-Ray (ft. Mac Turner)

This song was written to raise awareness to racial injustice and encourage people to take tangible action against police brutality by voting in the general election of November 2020.

Clubhouse Members Tell Us Why Youth Leadership and Voice Is So Important

Young people have a unique perspective in society. They hold powerful beliefs, skillsets, and lived experiences, yet their voices aren’t always heard in the mainstream media. Watch this video to see how young people from across The Clubhouse Network are leveraging their voices to make meaningful changes within their communities.
Inclusive Youth Leadership

The world is far from reaching gender, racial, ethnic, geopolitical, or economic equity. This initiative brings us one step further to reaching this collective global goal. Clubhouses have several different strategies for being inclusive.

If youth learn how to be inclusive, work across cultures and ensure every voice is heard, they will be more likely to be effective agents of change. When youth learn leadership skills through a Council that reflects the diversity of the community and are encouraged to step into those roles, they are more likely to continue to strive for leadership positions.

Inclusion in Youth Leadership Councils
Written by Thai Buckman, EXPO Center Clubhouse - Los Angeles, CA, USA

It’s essential to create a non-judgmental atmosphere that makes people feel accepted, comfortable, and free to express themselves. Make sure that cultural and social differences are reflected in the environment. Establishing equitable practices that meet the needs of every person is imperative. Policy should support and protect the needs of all people.

It may be natural to verbalize an understanding about inclusion and diversity, but it’s more than a phrase, it’s a mindset. It’s a decision to see things through the lens of others that have different expressions and experiences. It’s important that individuals are listened to, so they feel heard and appreciated. Diversity of opinions is extremely relevant when it comes to inclusion. Welcoming different ideas and integrating new things leads to innovation.

When making choices, listening is a good place to start. It’s important to hear what matters to individuals and learn about things that interest and concern them. Once that information is obtained, options can be offered that appeal to the needs of everyone, so they feel heard. Once that information is gathered, options can be offered that reflect the needs of everyone, so they feel heard and appreciated.

Diversity of opinions is extremely relevant when it comes to inclusion. Welcoming different ideas and integrating new things leads to innovation.

To read the full resource, please click on the photo.
Section 2: Youth Leadership Councils in Clubhouses

The Purpose of a Youth Leadership Council (YLC) is to ensure the Clubhouse Network has youth voices represented across its decision-making mechanisms throughout the global network. We center the voices of youth in work that affects them. It is representative of a democratic decision-making model that can be implemented elsewhere.

When youth see themselves as leaders, they are more likely to take on leadership positions in their schools, community and other places. This toolkit section provides an overview of the youth leadership council model and core program components that can be tailored to each locality.

Talking Points for Clubhouse Leadership: What is the Value of Having a Youth Leadership Council?

Written by Gustavo Madrigal, The Clubhouse @ListoAmerica -Tustin, CA, USA

As youth develop into leaders, they gain a variety of new skills and abilities that make them powerful change-makers and influencers that result in positive social change. They also create value for the organization and their communities. Some of the skills gained by youth who participate in YLCs include self-efficacy, decision-making, and interpersonal skills that support success in their future work and into adulthood. The following are concrete skills that youth leaders develop, and constantly practice as participants of a YLC.

- Communication
- Creative Thinking
- Collaboration
- Problem Solving
- Project Management

RESOURCE: Talking Points for Clubhouse Leadership: What is the Value of Having a Youth Leadership Council?
Sample of Outcomes For Establishing a Youth Leadership Council in Your Clubhouse

Written by Christine Monska, Roxbury, MA, USA

Here are some examples of some of the outcomes you may see from establishing a Youth Leadership Council. You might want to reflect on these with Council Members as they embark on their leadership journey.

1) Increase in number of Mentors in the Clubhouse
2) Increase in workshop offerings and in diversity of voices
3) Increase in Member recruitment via community events, projects, campaigns
4) Increase in and deepening of alumni engagement and leadership development
5) Increase in youth confidence in self and in ability to use technology to fulfill career aspirations
Section 3: Designing a Youth Leadership Council at Your Site – Roles and Responsibilities

Before officially launching a YLC at your site, one needs to design the governance structure, goals of the program, an evaluation plan and timeline for launching. Effective planning and leadership from youth workers, Clubhouse Coordinators, often results in Councils that center youth voice and build upon leadership skills. This approach, “leading from the back” was coined by Nelson Mandela in his autobiography. Mandela equated a great leader with a shepherd: “[S] He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind.”

The following resources offer customizable examples of core YLC goals, staff roles, recruitment tools, selection process, orientation materials, and a checklist that sites can use to ensure a smooth launch.

Staff Roles in Youth Leadership Councils

Written by Brian McDonnell, The Best Buy Teen Tech Center @ Family Service Association of San Antonio, TX, USA

Youth Leadership Councils offer a unique opportunity for members to gain skills and have valuable experiences. These councils give youth an opportunity to share their opinions and have a say in Clubhouse decisions. To make sure the Youth Leadership Councils are able to be successful and thrive, it’s important to understand what roles staff should play.

One of the most important things staff can do is let these Councils run mostly autonomously. As staff, we should play a passive role to make sure youth get the full benefits of being part of a Youth Leadership Council.

Mentors can play an incredibly valuable role in Youth Leadership Councils. Mentors often have a wealth of knowledge and can bring their expertise to the table, offering guidance, insight, and skills to the Youth Leadership Council members. An important factor for having mentors join the community of the Youth Leadership Council is that they are often a diverse group in terms of their culture, age, skills, background, and opinions.

Allowing members to regularly engage in cross-generational and cross-cultural experiences will broaden their perspectives about the world and everything in it. Mentors can also be helpful with generating and sustaining momentum. They can assist by facilitating meetings and helping teens follow best practices. That process includes but is not limited to: the voting process and Installation of Officers, recording and distributing the minutes, the importance of being committed to meeting regularly, covering agenda items, and setting goals for future initiatives. With the support of mentors, teens will stay on track. Without strong adult leadership, consistency often falters, and some members lose interest or disengage altogether.
The Role of Youth Leadership Council Members

Written by Christine Monska, The Clubhouse Network, Roxbury, MA, USA

Youth Leadership Council members can support your Clubhouse community through taking on useful roles that have great impact. A sample of roles are listed below:

- Provide input to the decisions made about your Clubhouse programming and policies.
- Act as an Ambassador to the Clubhouse to new Members, parents, and community partners.
- Design programming that is innovative and meets the interests of youth in the Clubhouse.
- Assist with identifying solutions to problems that occur in the Clubhouse and larger community.
- Organize committees for Teen Summit and other youth leadership activities.

Section 4: Recruitment and Timeline

There are many ways to recruit members to join the Youth Leadership Council. Sites should select the method that works best for them and their community. One may choose to use a nomination, application, interview, or mixed method approach. One consistent recruitment tool should be practices around ensuring diversity, equity and inclusion throughout the process. Goals should include achieving gender balance, racial/ethnic diversity and inclusion for any underrepresented identities.

Creating an Application and Youth Leadership Council Position Description

The C4K Clubhouse and The Best Buy Teen Tech Center @ Hennepin County Library-Minneapolis Central use applications which include a description of their Youth Leadership Council, purpose or goals, sample Council member responsibilities, membership benefits, and eligibility guidelines. They include sample questions to ask potential members, commitments, and outcomes.

Youth Leadership Council Position Description

Written by Maiv Ncais Her, Hennepin County Library Best Buy Teen Tech Center

Click on the pictures above to download a customizable version of these resources
Youth Leadership Council Application
Written by Tricia Howell, C4K Clubhouse

Click on the pictures above to download a customizable version of these resources
Selecting Members

Many Clubhouses select members through a review committee comprised of staff, or other inclusive process that the Clubhouse Coordinator or other point of contact create. When selecting members, staff often center racial and gender equity ensuring there is equal representation of identities and ages. Clubhouses can also create a rubric or matrix that scores an application based on a set of predetermined criteria.

Establishing a Timeline

- **AUG/SEPT**: Recruitment begins
- **SEPT**: Applications are received, reviewed and selection occurs
- **OCT**: Program launches with orientation and/or kick-off event
- **OCT/JAN**: Meetings and workshops occur
- **JULY**: Participation in bi-annual Teen Summit pre-event activities occur and selection of participating members
- **MAY**: Project, event or closing activity occurs
- **FEB**: Project planning and activities occur
Youth Leadership Council Checklist

Written by Jennifer Bourgoin, Mentor Program Manager, The Clubhouse Network, Roxbury, MA, USA

This Youth Leadership Council checklist can help you get buy-in from leadership at your organization, develop a program planning timeline, create content and resources, recruit Members, designate a staff person as the point of contact and prepare to launch a Council at your site.
Section 5: Orientation for New Council Members

Building Community and Norms
Written by Christine Monska, The Clubhouse Network, Roxbury, MA, USA

Starting the first Youth Leadership Council meeting with icebreakers where members get to know one another is important to building community. Once the group gets to know one another and their Council facilitator/point of contact, introduce an activity where members create and collectively decide on norms for meetings and any Council decisions.

RESOURCE: Youth Leadership Council Toolkit: Beginner’s Guide

Providing a Program Overview-Welcome To The Clubhouse's Youth Leadership Council
Written by Jose Montesinos, The Clubhouse @Eden Youth and Family Center, Hayward, CA, USA
Section 6: Resources for Launching and Hosting Youth Leadership Council Virtual Meetings

Youth Leadership Council activities can be held at The Clubhouse or online. Clubhouses across the Network pivoted to hold meetings, be creative and ignite change in a virtual space. Examples include Discord, Google Hangouts, Zoom, Microsoft Teams, Slack, CoSpaces Edu which utilities AR and VR, and many more. These virtual meeting spaces can often be used on a phone, laptop or other device.

Technology Infrastructure for Virtual Sessions - A Focus on Discord
Written by Athena Mayo, The Howard Area Clubhouse - Chicago, IL, USA

When running a virtual model for your Clubhouse, there are some options online that Coordinators can use, such as utilizing the entire Google Suite and using Google Hangouts or Google Classroom to conduct workshops or meetings. Zoom and Slack can also work. However, this section will go over how to use Discord to conduct Clubhouse activities and the youth-led Council sessions virtually.
Section 7: Youth Leadership Projects

Youth Leadership Summit in Washington, DC, USA

Mentors from ListoAmerica and The Best Buy Teen Tech Center @ Hennepin County Library-Minneapolis Central participated in The Clubhouse Network's Youth Leadership Summit in Washington, DC where teen mentors spoke to their legislators about the power of mentoring, and presented “Youth Voices: A Youth Perspective on Mentoring.”

“They also created an impressively creative project that fused Augmented Reality (AR) onto a t-shirt design that was showcased as one of many Clubhouse tech activities done across The Clubhouse Network,” says Gustavo Madrigal from The Clubhouse @ ListoAmerica.

CASE STUDY: Youth Leadership Opportunities, Maiv Ncais Her from The Best Buy Teen Tech Center @ Hennepin County Library, Minneapolis, MN, USA

Youth Leaders in the National Mentoring Summit, Gustavo Madrigal, The Clubhouse @ ListoAmerica, Tustin, CA, USA
Shareá tu Idea, a Wordplay That Means "Share Your Idea"

Shareá “Share” Your Idea is a format of short talks where Clubhouse partners share their ideas, projects or a passion. The Clubhouse @ Puerta 18’s partner tells members about her participation and journey as a professional photographer in feminist mobilization.

The First Technology Teen Summit 2014

The First Technology Teen Summit In Arabic was a huge achievement after 10 years of establishing the first Clubhouse in Jordan. The First Technology Teen Summit in Arabic was launched under the patronage of HRH Princess Basma in the presence of JOUHD Executive Director, Ms. Farah along with other VIPs.

Beautifying the Community

The Al-Bireh Youth Development Resource Center Clubhouse in Al-Bireh, Palestine’s Youth Leadership Council participates in a lot of community action initiatives. They worked with their Clubhouse staff and mentors to engage with their local government and other community partners to beautify their community through murals. This contributes to a sense of pride and belonging in the community.
International Day of the Girl

The Amman Innovation Lab Clubhouse in Amman, Jordan created a committee comprised of young women members and alumni who planned an event to celebrate International Day of the Girl to spread the word on the importance of girls’ role as future leaders and innovators. Dunia Basaleh, former Clubhouse Coordinator at the Clubhouse describes the event, “Innovative girls do not present a large portion of girls in our community, so the idea behind this event is to trigger girls to start thinking as leaders and innovators, and to encourage them to look for the activities that will develop their thinking and communication skills, to help them get out of the box of the ‘traditional pathway of girl's life.’” The event included booths that displayed members’ projects reflecting women in STEM. They also brought in guest speakers so girls could see scientists that looked like them.
Section 8: Youth Leadership Council Models Across The Clubhouse Network

Youth Leadership Through
Clubhouse to College/Career
Program at The Best Buy Teen
Tech Center @MLK Center
Indianapolis, Indiana

Julio Caesar Trujillo II, C2C Coordinator, at the MLK Center is the point of contact for The Clubhouse Network’s mini-grant to start or amplify an existing Youth Leadership Council. He recruited members of the Council through the established C2C program. Due to Coivd-19 restrictions, most of the members who were coming the MLK Center in the afternoon when Council activities were planned to take place, were also C2C members. Although the C2C program and Youth Leadership Council are separate initiatives, most of the same members participate in both.

Learning leadership skills is a great asset to include in C2C programming. Together, they are responsible for providing input on key decisions. Julio says, “We need youth to have a seat at the table. We do not want to make the decisions for them.”

Their leadership training activities also include a partnership with The Desmond Tutu Peace Lab at Butler University which "is an innovative think tank dedicated to undergraduate research, activism, dialogue and advocacy around peace and social justice issues broadly defined."

---

1Cesar Trujillo II. (2021, January 12). Youth Leadership Council: Global Perspectives [Online interview].
A Leadership Model That Engages Alumni at The Clubhouse @ Puerta 18- Buenos Aires, Argentina

Several years ago The Clubhouse @ Puerta 18 saw the need to develop programming for members that turned 18, but were still looking for meaningful ways to come back to the Clubhouse. Out of this need The Clubhouse developed “Plus 18” which engages alumni from ages 18-24. Federico Waisbaum, Director at The Clubhouse @ Puerta 18 says, “If you are Plus 18 you choose a workshop, an intensive workshop, a long-term workshop...it’s the second step” from what many members engage in.

They have hours in the morning that are specifically dedicated to members of Plus 18 and engage younger members later in the afternoon. Some of the older members are called “Padawans,” a Star War term used for youth who are trained to become Jedis. Essentially, they train to become mentors to younger members. They provide workshops on different skills and career trajectories.

Youth Ambassadors and Leadership Opportunities at C4K Clubhouse - Charlottesville, Virginia, USA

Written by Tricia Howell, C4K Clubhouse

In conjunction with or in the absence of a formal Youth Leadership Council, youth ambassador positions may be established to provide opportunities for youth leadership. At C4K for example, members can apply for Youth Ambassador positions. While members are not paid for these positions, they can receive credit hours for community service hours which fulfills a requirement for high school graduation. Ambassadors have specific duties and expectations in their positions and establish their schedule in advance with a staff supervisor.

Example positions include:

- Social Media/Communications Ambassador
- Staff Supervisor: Grants and Communications Manager
- Timeframe: Two hours, once a week, for 10 weeks; a total of 20 volunteer hours

Responsibilities:

- Take photos/video clips of the daily goings-on at C4K (for the first hour and a half of time); e.g. Interview mentors and members about their experience at C4K.
- Curate and caption photos/videos (during the last 30 minutes) and upload to Google Photos by end of day.
- Create marketing/communications collateral (e.g., “thank-you” cards).
- Write Thank You Cards (from members) to donors.
- Make Thank You Videos using Adobe Spark.

CASE STUDY: Youth Ambassadors and Leadership Opportunities
The Howard Area Clubhouse Council consists of members from each department/category/project/activity done at the Clubhouse. Each department has a youth leader who listens to the needs and opinions of fellow team members, represents and speaks on behalf of their respective team, delegates tasks, and takes on other responsibilities as needed. Leadership is determined by whether the member takes initiative, demonstrates soft and hard skills that benefit their department, and works in the best interest of their team. Staff members and even Mentors help give input as to who they believe would be the best as a leader.

As of this case study, we have five members on our Youth Leadership Council from each of these categories: virtual production, Engineer for the Week, alumni affairs, After School Matters program, and the treasury. While Council members in the first four categories are tasked with the typical responsibilities of the Council, the treasurer works more closely with staff to help determine what supplies, equipment, and software is needed for Clubhouse operations. I believe our Council is unique in how Council members are nominated and how each member represents a particular department or project. Because our Clubhouse is run with this type of structure, we can better meet all our members’ needs.
EXPO’s Youth Leadership Council has a hierarchy structure with a President, Vice President, Secretary, Treasurer, and Representatives. The Officers are elected by the membership body, which includes all Council members, and they serve an open-ended term.

Prior to COVID-19, the meetings took place at The Clubhouse twice a week; now meetings are conducted via ZOOM for 45 minutes once a week. The minutes are usually recorded by the President. During their meetings, they often talk about planning field trips. They seldom engage in social issues, but they have participated in community work like Heal The Bay and enjoyed that.

CASE STUDY: EXPO Center’s Youth Leadership Council

EXPO Center’s Youth Leadership Council

Written by Thai Buckman

EXPO Center Clubhouse - Los Angeles, California, USA

EXPO’s Youth Leadership Council has a hierarchy structure with a President, Vice President, Secretary, Treasurer, and Representatives. The Officers are elected by the membership body, which includes all Council members, and they serve an open-ended term.

Prior to COVID-19, the meetings took place at The Clubhouse twice a week; now meetings are conducted via ZOOM for 45 minutes once a week. The minutes are usually recorded by the President. During their meetings, they often talk about planning field trips. They seldom engage in social issues, but they have participated in community work like Heal The Bay and enjoyed that.

To read the full resource, please click on the photo
Youth Leadership Through Robotics at Family Service Association - San Antonio, Texas, USA

Written by Brian McDonnell, The Best Buy Teen Tech Center @ Family Service Association of San Antonio

Our Best Buy Teen Tech Center does not have a Youth Leadership Council; however, our Robotics Team has many similarities in terms of structure and purpose. Our Robotics Team consists of a tight-knit group of members from our Teen Tech Center that meet twice a week to practice. However, this group is much more involved in the Center than just a Robotics team. When you walk through our doors, you can immediately see their representation. There is a dedicated robotics workstation with a hanging sign that includes the team name, team number, and a collage of photos of the team.

Our Robotics Team is very involved in the Teen Tech Center, as well as Family Service. They participate in collaborations with different universities, community events, and are included in Teen Tech Center decisions. Since we’ve had a robotics team (Nov. 2018), we have seen a 78% increase in youth who strongly agree that their opinions are heard in The Clubhouse, according to youth survey data. We believe this increase is due to allowing our Robotics team to run mostly autonomously, with coaching from staff and mentors. This allows the youth to play a bigger part in decisions, as well as gives them the tools to gain independence, leadership, and many more skills.
A Youth Leadership Council That is Active in Their Community at The Al-Bireh Youth Development Resource Center Clubhouse Al-Bireh, Palestine

The Youth Leadership Council at The Al-Bireh Youth Development Center Clubhouse has roughly nine members. It consists of four girls and five boys. Their focus is largely on making their community a better place. The Council meets and discusses issues they see in the Clubhouse and larger community as a whole. Then they use resources in The Clubhouse to plan community campaigns.

For example, they organized a Breast Cancer Awareness Day, education campaign about Covid-19 safety practices, awareness about child labor issues, police relations, use of drugs in the community and much more. Ziyad Sarsour, General Director, says discussions and actions like the above examples occur because “we leave religion and politics at the door.”  

They encourage members to learn ways to help themselves: “they are the doers and if they fall, we are behind to pick them up.”

---

A Passion for Films and Ongoing Training Leads to a Youth Leadership Group at The Foroige Clubhouse - Dublin, Ireland

The Foroige Clubhouse has five youth leaders from ages 17-22. They all came individually to the Clubhouse and then became good friends through collaborating on projects and events at the Clubhouse. One leader was passionate about films so he creates a movie club that eventually led to a leadership group that planned Digital Media Week. The leadership group helped the Coordinator plan the event, facilitate meetings and was coached to implement the evaluation. This group meets monthly from 7pm to 8pm when the Clubhouses closes to younger members.

Shiobhan Hennessy, Clubhouse Coordinator says, “It’s important for youth leaders to meet separately so they feel really special and that it’s their time. It’s a time where I can coach them to be better leaders.”

---

Section 9: Evaluation and Sustainability

It’s important to consider an evaluation tool before launching your Youth Leadership Council. Some Clubhouses do a baseline survey, mid-term survey and final survey or focus group to measure both self-efficacy and programmatic outcomes. Often Clubhouses or other youth focusing organizations include their members in the design process, dissemination of surveys and in the final reports. Through this process, youth become the evaluation designers and data analysts. Further, they see the importance of collecting and analyzing data about youth populations. This can be a fun way to introduce them to the data science field.

Click on the pictures above to download a customizable version of this resource
Sustainability

By centering youth in the design, leadership, learning process, and longevity of the Youth Leadership Council, they often become more invested in the outcomes, launch their own youth leadership councils elsewhere, teach other members leadership skills, and can even participate in fundraising activities for the Youth Leadership Council. The Clubhouse Continuum Model of Leadership Development includes Youth Leadership Councils in the framework and empowers members to give back as alumni and further diversify STEM/STEAM fields and any position of leadership.
References:


