

City-County Strategic Youth Initiatives Recommendations for Interlocal Agreement Renewal

PRESENTED TO: CITY COUNCIL ON MAY 05, 2022



OFFICE ON YOUTH
City Manager
CITY OF DURHAM



DURHAM
COUNTY

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City of Durham Office on Youth



durhamnc.gov/OfficeOnYouth



@YouthSpeakDURM



Presentation Flow

- **Youth Initiatives Interlocal Background**
- **Four Years in Ten Minutes**
- **Recommendations for Interlocal Renewal**
- **Questions and Discussion**

City-County Strategic Youth Initiative Origins

- Follows in long legacy of efforts to address barriers to youth success
(e.g., 2012 IBM Smarter Cities Challenge; 2014-16 Youth Opportunity Initiative)
- Initiated December 2017, w/hiring of City-County Youth Initiatives Manager
- Housed in City's Office on Youth (OOY), in City Manager's Office, with direct link to County Manager's Office
- Scope was primarily City and County youth services, for ages 5-24 years
- **Goals of the initiative became the goals of the OOY**



CITY-COUNTY YOUTH INITIATIVES MANAGER



- Youth voices absent in local government
- Youth services not coordinated
- Youth not connecting to services
- Centralized support needed to address these challenges

- Enhance/create channels for engaging youth voices in local policy-making
- Support City + County youth services
- Develop ways to prioritize use of resources
- Maintain map/inventory of programs
- Develop/collect performance measures
- Develop tools that connect youth and families to resources
- Review new funding requests, make rec's
- Manage OOH, coordinate w/other programs

- 1. Increase opportunities for equitable youth engagement
- 2. Strengthen impact of City/County-supported youth services
- 3. Develop OOH org. capacity to support Goals 1 and 2

What did we build in four years?



“What is required for authentic youth engagement?”

First Annual Retreat 2018: Durham Youth
Commission, City Council, County Commissioners



A Foundation and Blueprint for the Work

2018

Clarified Manager +
OOY goals, roles

Youth Empowered
Solutions helped us
begin Strategic
Planning

2019

OOY Strategic Plan:
values, vision,
mission, strategies,
measures

Fully integrated
Youth Initiatives
goals

2020

Youth Listening
Project!
Summer/Fall
retreats, updated
priorities

2021, 2022

Onward Paper
Protecting Our
Dignity Blueprint
Summer/Fall
retreats, updated
priorities

Building relationships, partnerships, and trust



Office on Youth: What We Believe

- ALL young people in Durham have the right to have the resources and support they need to thrive, but not all do.
- Dismantling racism, sexism, adultism, and other “-isms” is required if we want all young people to succeed and thrive.
- Young people are impacted by the now and future. They should have a role in decision making for policies, programs and services.
- The experiences of young people and families, especially those most excluded, should guide our decisions and plans.
- When we work as a collective, we are more effective at achieving shared goals.

Our vision: All young people in Durham are their whole, healthiest selves and have the power and platforms to lead positive community change.

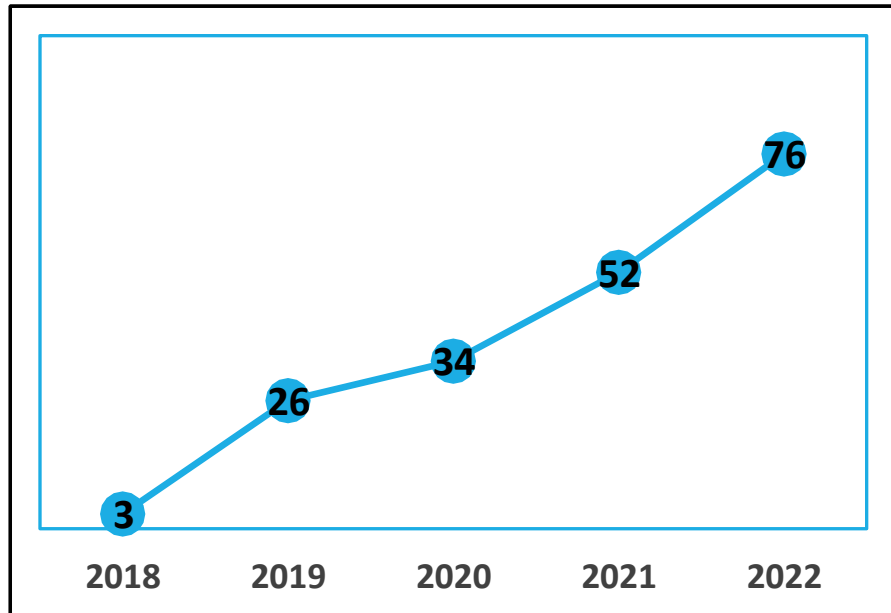
Our mission: We create new spaces and structures for Durham youth to be co-creators and decision-makers in local government.

We partner with Durham's young people, their families, and other people who support youth. We work together to find ways that local government programs and systems can better support all children and youth ages 5-24 years.





Equitable Youth Engagement: Structures, Opportunities, and Culture



*# new opportunities for
youth decision making: 76, and counting*

- Consultation with City/County depts, community orgs → 25+ systems/structures changes
- Supporting young people in 76 new roles: skill building and making connections
- New Changed by Youth Ambassador Program
- Youth leadership and engagement on a number of critical initiatives
- **Broader engagement of 1000s of young people in Durham**

Building youth leadership over the years...

2018

- NYC: retreat w/elected officials; racial equity training
- Participatory Budgeting – PB Jam; Steering Committee

2019

- NYC: restructure to increase diversity, advocacy; retreat w/elected officials
- Youth Voice Festival
- Youth Risk Behavior Survey; Comprehensive Plan; Youth Listening Project Kick-off
- Developed Youth Engagement Assessment

2020

- Youth Listening Project
- Seen in Quarantine; Board of Education feedback line; Summit on School Safety; NIS Matching Grants; Cultural Advisory Board; County non-profit review committee

2021, 2022

- NYC restructured to CBY Ambassadors, launched with 11 youth; racial equity and youth power training
- Participatory Budgeting; Durham Youth Leadership Fund; Comprehensive Plan; Transit Plan; DPS Foundation Mental Health Initiative; Protecting Our Dignity in Education; DPR Aquatics Center; Kids Voting Durham; NIS Matching Grants; Boards and Commissions
- Panels; community stories; youth-led art zine launched



Provider Networks for Better Alignment

2018

Youth Engagement
Roundtable
Provider Socials

2019

Youth Engagement
Conference
YODurham listserv
launched (100)

2020

COVID-relief
coalitions
Listserv expands,
v. active (200)

2021, 2022

Durham Youth
Leadership Fund
Listserv expands,
v. active (300+)
Future training/
convenings

Collective action with partners, making connections, nurturing partnerships





Communication + Connection to Resources

2018

Extensive mapping of youth services landscape and exploration of mapping platforms

2019

Mapping survey developed, piloted
Comms plan
New website and Twitter launched
YODurham listserv launched

2020

Mapping project pivot to DNOC reclass project
YODurham textline, Instagram launched
Youth Listening Project

2021, 2022

DNOC project complete
Future OOH web list of City/County resources
CBY Ambassadors
Growing social followings

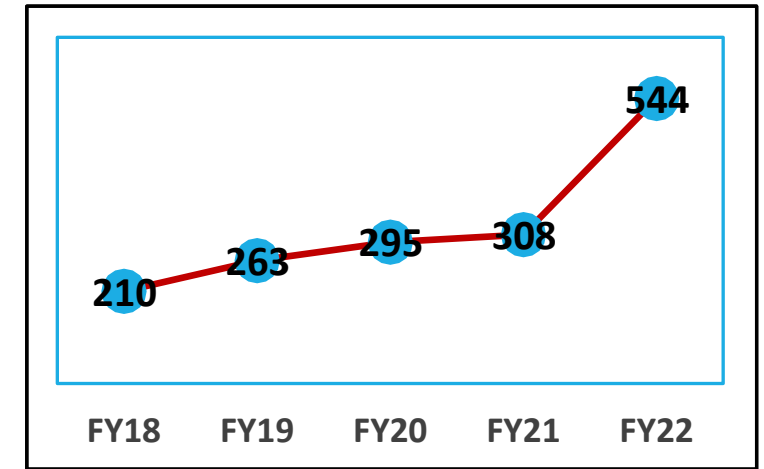
Understanding resources/barriers, building youth + comms networks, resource-boosting



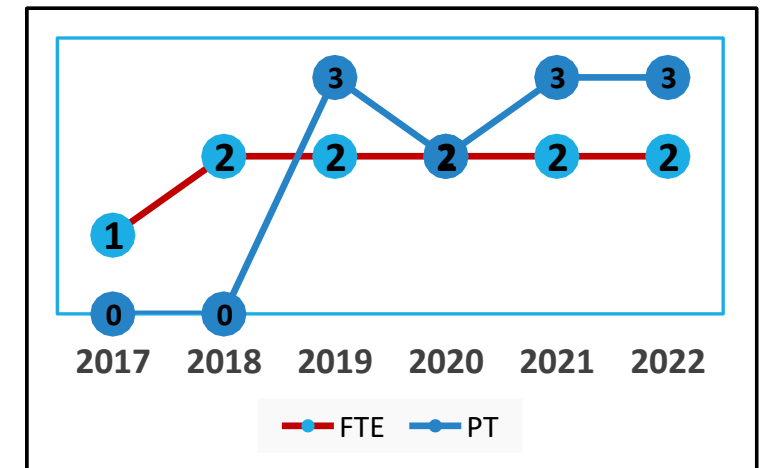
Youth Initiatives Capacity and Infrastructure



- Found a home at WG Pearson Center
- FT staff, youth staff and bilingual project coordinator
- Consultants: YES!; Strategies 4 Freedom; youth ambassadors
- Youth and graduate interns; ICMA fellows
- Annual budget requests (City); ILA amendment - grant program (County)
- Protecting Our Dignity in Education grant: \$15,000



Total Budget for Youth Initiatives
(via OOH), in thousands



Full Time Equivalents (FTE) and Part Time (PT) positions for Youth Initiatives



Where do we go
from here?

We want to see...

Young Durham is Ready to Lead



From left: Elyssa (New) Corley Corley (Youth Listening Project Ambassador), Afiya Probst (City of Durham Office on Youth, Youth Engagement Manager), Noni McDuffie (Youth Listening Project Ambassador), Joylin Segars (Youth Listening Project Ambassador), Kaiti Dewaele (Youth Listening Project Ambassador) and Lara Khalil (City of Durham Office on Youth, Director)

- Young people prioritized as key stakeholders in community affairs (**e.g., violence prevention; jobs; transportation; budget priorities; housing**)
- Expanded structures for youth leadership
- A services landscape that is responsive to young people's needs/dreams
- Young people able to better connect to and benefit from Durham's resources
- More alignment among those who work with and support young people
- Young people celebrated for their brilliance and contributions to our community

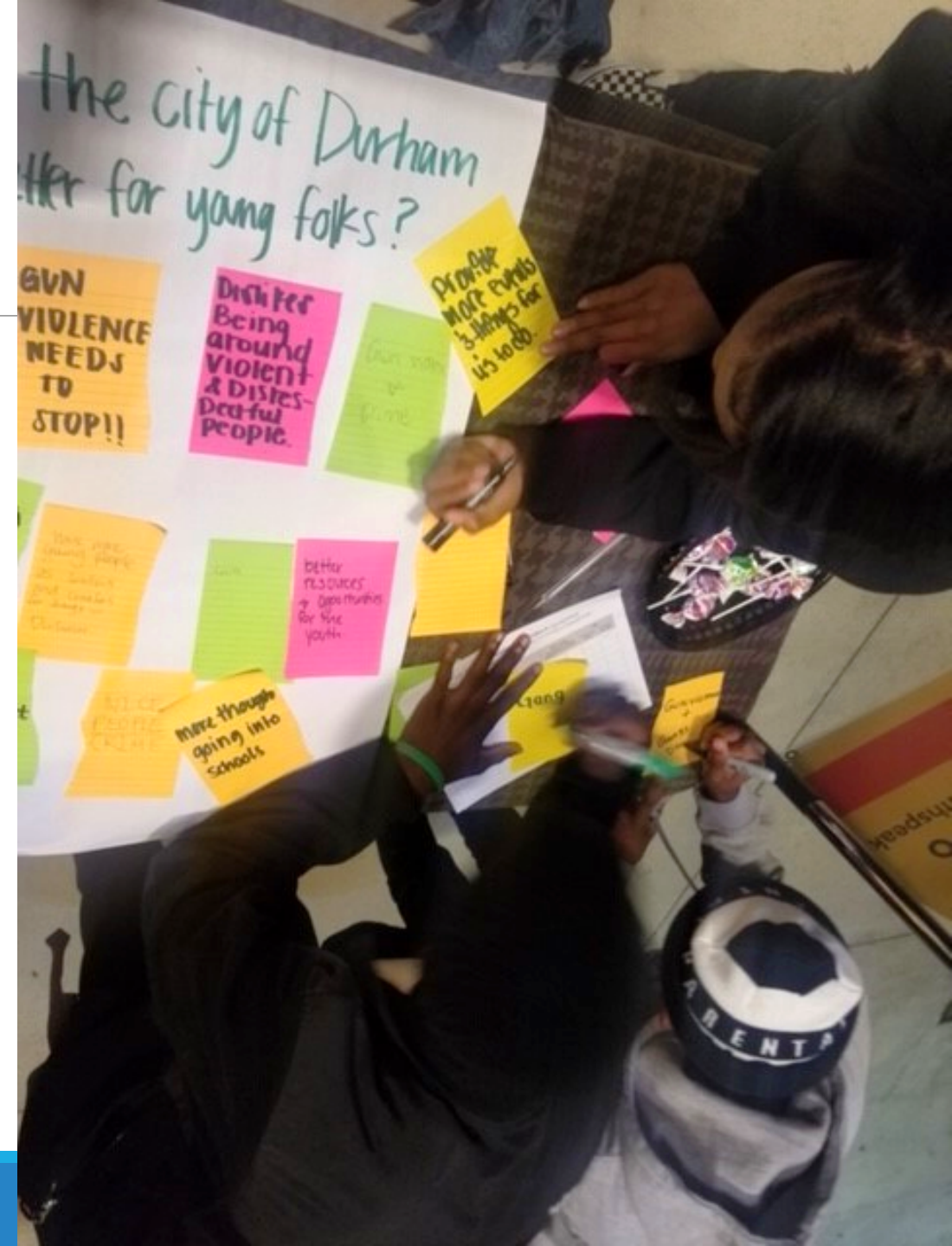
Goals for City-County Youth Initiatives

ILA

Goals	Key Strategies	Related Budget Requests
Goal 1: Youth Engagement	<ul style="list-style-type: none"> • Changed by Youth Ambassadors (CBY) and other youth consultants • Consultation with government departments; community orgs • Skill/capacity building for young people and adults 	Expand CBY from 10 to 15 youth (County)
Goal 2: Services Enhancement	<ul style="list-style-type: none"> • Youth engagement and ongoing equitable data collection • Nurturing and expansion of service provider network • Community grants program – Round 2 • Identify and amplify resources and opportunities • Implement Youth Listening Project priorities 	Round 2 grants program (County) New Information and Comms FTE (City)
Goal 3: Celebrating Young People	<ul style="list-style-type: none"> • Convening and celebrating young people via events/opportunities • Supporting and amplifying experiences/work of young people 	

Other Key Proposed Amendments

- **Narrower age range of focus:**
 - 13-24 years
 - Not exclusive; younger ages reached through: future grant programming, community engagement events, promotion of resources, and existing City/County investments
- **Broader agency engagement + coordination:**
 - City, County, and community organizations



	OOY FY22 Budget With ILA <i>(in blue)</i>	Proposed: OOO FY23 Budget with ILA Renewal <i>(in blue)</i>		
		Continuing Budget	New Requests	New Total
Durham County	Total: \$158,000 <i>(30% total)</i> <ul style="list-style-type: none"> Original cost share, position: \$70,000 Non-profit grant funding: \$88,000 (ONE-TIME) 	<ul style="list-style-type: none"> Original match, cost share position: \$70,000 	<ul style="list-style-type: none"> Expand Changed by Youth Ambassadors from 10 to 15: \$21,000 Community grant program: \$165,900 (ONE-TIME, w/option to renew after 3 years) 	\$256,900 <i>(39% total)</i>
City of Durham	Total: \$370,600 <i>(70% total)</i> <ul style="list-style-type: none"> Original cost share, position: \$70,000 Other OOO personnel and operations: \$240,800 Non-profit grant funding: \$59,800 (ONE-TIME) 	<ul style="list-style-type: none"> Original match, cost share position: \$70,000 Changed by Youth Ambassadors: \$42,400 for 10 ambassadors Other OOO personnel and operations: \$203,600 	<ul style="list-style-type: none"> New classification level for PT youth staff: \$13,500 New FTE - Information and Communications position: \$78,400 	\$407,900 <i>(61% total)</i>

New OOO budget with approved requests: \$665K (ILA: \$369,300)
If new requests not approved: \$386K



Questions and Discussion
