

YOUTH COLLABORATION TOOLKIT: SUPPORTING YOUTH ACTION BOARDS



Purpose of this Toolkit

A core value of A Way Home WA (AWHWA) is youth collaboration. One of the ways we support youth collaboration is by resourcing each Anchor Community (AC) to have a Youth and Community Engagement Coordinator (YCEC), whose role it is to support the recruitment and ongoing engagement of young people with experience of homelessness to participate in the work of the Anchor Community Initiative (ACI) through Youth Action Board (YAB) meetings and Core Improvement Team meetings. AWHWA supports the YCECs through direct coaching and technical assistance provided by the Youth Engagement & Coaching Managers (YECMs).

Nationally, there are many organizations, initiatives, and projects, as well as individual communities, who have been successfully developing processes, tools, and shared learnings on how to authentically partner with young people as collaborators, leaders, and decision-makers – moving past using young people with lived experience in a way that is performative and tokenizing. This toolkit was created as a way to bring those examples and learnings together in one resource that can be used and adapted by AWHWA and the ACIs as you support local youth action boards/councils and establish equitable partnerships between youth and adult partners.

How to use this Toolkit

This Toolkit is a compilation of best practices, lessons learned, examples, and tools/resources from communities and organizations across the country and is intended to be used by AWHWA's Youth Coaching Managers and the Youth and Community Engagement Coordinators in Anchor Communities to develop and support local YABs.

The Toolkit is divided into sections by specific topics, and each section contains an Introduction, Overview, Tips and Considerations section, links to Tools + Related Resources/Reference Sites, and Community Examples (where applicable). All of the tools and resources are sourced and can be used/shared as part of your work with YCECs, YABs, and communities in the ACI. Any of the templates in the Toolkit can be used as is or adapted for your use (with proper citing, where noted).

Table of Contents

Purpose of this Toolkit	1
How to use this Toolkit	1
Section 1: What is a Youth Action Board?	3
1.1: Overview	3
1.2: Tips & Considerations	4
1.3: Tools + Related Resources/Reference Sites	4
1.4: Community Examples	4
Section 2: Authentic Youth Collaboration & Partnership	5
2.1: Overview	5
2.2: Tips & Considerations	5
2.3: Tools + Related Resources/Reference Sites	6
2.4: Community Examples	6
Section 3: Recruitment & Engagement	7
3.1: Overview	7
3.2: Tips & Considerations	7
3.3: Tools + Related Resources/Reference Sites	9
3.4: Community Examples	9
Section 4: Equitable Compensation/Funding Youth Action Boards	10
4.1: Overview	10
4.2: Tips & Considerations	10
4.3: Tools + Related Resources/Reference Sites	11
4.4: Community Examples	11
Section 5: Structure & Roles	12
5.1: Overview	12
5.2: Tips & Considerations	12
5.3: Tools + Related Resources/Reference Sites	13
5.4: Community Examples	13
Section 6: Anti-Adultist Practices	14
6.1: Overview	14
6.2: Tips & Considerations	14
6.3: Tools + Related Resources/Reference Sites	16
6.4: Community Examples	16
Appendix	16
Other Helpful References/Trainings	16

Section 1: What is a Youth Action Board?

A decision-making entity made up of youth and young adults (YYA) who have experienced or are experiencing homelessness, often called Youth Action Boards (YABs), are designed to provide leadership and guidance to youth homeless response systems in partnership with other key partners in communities. YABs are a vital part of the solution to preventing and ending youth and young adult homelessness. They center and elevate youth voice and leadership and should create opportunities for youth to engage in their community, and develop skills and grow as leaders. While often called “YAB” (and how they will be referred to throughout this Toolkit), these groups can have many different names (committees, councils, etc.).

1.1: Overview

History of Youth Action Boards

Youth-led councils, boards, and advocacy groups have a long history of activism impacting a variety of important social issues (in the spirit of “*Nothing About Us Without Us*”). YABs - in the context of youth homelessness - were newly supported by the Department of Housing and Urban Development (HUD) with the introduction of the Youth Homelessness Demonstration Program (YHDP)¹ in 2015. This was the first federal initiative that required communities to involve people (youth) with expertise from their lived experience of homelessness at planning and decision-making tables. HUD defines a YAB as “*A group of at least 3 youth with voting power on policy decisions of the CoC, particularly on policies that relate to preventing and ending youth homelessness. At least two-thirds of the YAB members must be age 24 or younger and have lived experience of homelessness and should be representative of the youth population experiencing homelessness in the community. The YAB must be a formal committee within the CoC.*”² While only YHDP-funded communities may be required to meet this definition of a YAB, the YHDP (now in its 7th cycle) has been a means of providing guidance on expectations and best practices across the country, even for communities without YHDP. Essentially, YABs were initiated as a mechanism to ensure vulnerable and historically oppressed young people have a voice in effecting change in their community.

Purpose & Role of a YAB in Community Work

A Youth Action Board should be aligned around a shared mission and actively working to change and improve the homeless response system in a local community. While YAB membership and structures vary by community (see

¹ <https://www.hudexchange.info/programs/yhdp/>

² <https://www.hud.gov/sites/dfiles/CPD/documents/FY22-YHDP-NOFO.pdf>

Section 5), they should all be connected formally to a community's Continuum of Care³ to ensure a direct path to influencing the local response to youth homelessness. (In the Anchor Community Initiative, they are connected to the ACI's Core Improvement Team). The YAB's purpose is to participate as decision-makers in the design, planning, and implementation of strategies, solutions and programs within their community working to prevent and end youth and young adult homelessness.

1.2: Tips & Considerations

- A. A YAB's role in the community work can and will vary - not only from community to community, but also depending on what is happening at the time (i.e., are you working on a funding application or community plan; are you developing community reduction goals; are you helping to set an advocacy agenda, etc.).
- B. Ensure there is value for the YAB - individual YAB members should get as much out of participating in a YAB as they put into it. The priorities of the YAB should be informed and decided by the YAB members themselves.
- C. As you are thinking about creating or re-defining a YAB, consider the following:
 - o How will YYAs benefit from being a part of a local YAB?
 - o In what ways could your community benefit from having YYA at the table? What spaces/tables are missing YYA voice?
 - o What structure and funding is needed to sustain and maintain the YAB long-term and through changes in membership?

1.3: Tools + Related Resources/Reference Sites

- A. (Example checklist) [Defining Your YAB/Youth Board](#)
- B. True Colors United (TCU) [Youth Action Toolkit: YAB Basics](#)
- C. National Network for Youth: [Creating A YAB](#)
- D. Homebase [Youth Action Boards \(YABs\): Best Practices and Implementation Guidance for YHDP Communities](#)

1.4: Community Examples

- A. YAB Community Websites & Social Media Examples:
 - a. [Central FL - Youth Action Society Webpage](#)
 - b. [New York City YAB Instagram](#)
 - c. [Baltimore YAB Website](#)
 - d. [Baltimore YAB Instagram](#)

³ <https://www.hudexchange.info/programs/coc/>

Section 2: Authentic Youth Collaboration & Partnership

Authentic Youth Collaboration is about more than just a seat at the table; it's ensuring that young people are integrated into system change efforts with equitable decision-making responsibilities. It is about being partners in the process of preventing and ending YYA homelessness.

2.1: Overview

Authentic youth collaboration and partnership includes incorporating youth into leadership and decision-making roles and working to dismantle our systems' oppressive practices. Older adult partners, especially those who have worked in the system for a long time, have an important role in breaking these oppressive systems and lifting up the voices of YYA with lived experiences of homelessness. This can happen by creating opportunities through a YAB.

2.2: Tips & Considerations

- A. Trust is at the center of collaboration and as you build a YAB, consider ways of building trust and safety with each member, such as:
 - Being honest about the YABs power (or lack thereof) in the moment
 - Being clear about the expectations of being a YAB member
 - Providing equitable compensation for their work and making the payment process quick and efficient
 - Making accommodations where possible to ensure participation in YAB activities is accessible to all members or potential members
 - Understanding and respecting each of their unique talents and skills and empowering them to do work that is meaningful to them
 - Providing support and professional development opportunities that enable them to increase their knowledge and skills
 - Developing and nurturing a YAB culture that is authentic and empathetic to the lived experiences of the YAB members - this includes creating space for the YAB to build connections outside of the YAB work
- B. Examine the power dynamics and decision-making roles of YYA within the system or organization; including within the YAB and at any other tables/groups where YAB members work (Core Improvement Teams, CoC board, etc.)
- C. Ensure young people are meaningfully involved (not just consulted) in every stage of the work (planning, design, implementation, evaluation, continuous improvement)

- D. Identify barriers to authentic youth collaboration within your community/organization and plan to address them. The YAB should not hold responsibility for dismantling adultist practices on its own, instead identify older adult partners who will help train and educate other members of the community.
- E. Consider providing professional/leadership development opportunities for YAB members, such as:
 - Creating a pathway from lived expertise to full-time employment.
 - Providing cover letter/resume-writing practice opportunities.
 - Hosting virtual or in-person networking events.
 - Creating mentorship opportunities for YAB members.
 - Partnering with organizations that are willing to hire young people post YAB membership and/or creating employee positions that are open to YAB members as candidates.
- F. Provide opportunities to connect YAB with their peers in the movement to end youth homelessness (beyond the local level).
 - For example, create pathways to participate in statewide/regional and national work.
- G. Be aware that some YAB members may be navigating new or unstable housing situations, or other life crises. This reality can impact how much effort they can put into YAB work at certain times and/or how and when they show up in YAB spaces.
 - Create a safe space, foster trust among YAB members and with older adult partners, and check in with members regularly
 - YAB coordinators should be well-versed in local emergency resources (including any emergency resources dedicated to supporting the YAB - see *Section 4 below*) so that YAB members can be connected quickly when a need is identified and feel supported by the system they are trying to improve.

2.3: Tools + Related Resources/Reference Sites

- A. TCU [Youth Collaboration Toolkit](#)
- B. TCU [Youth Action Toolkit: Your Place in the Work](#)
- C. HUD & TCU Webinar: Authentic Youth Collaboration ([Slides](#) & [Webinar Recording](#))
- D. HUD SNAPS: [Equity in Youth Collaboration](#)
- E. HUD SNAPS: [Power Sharing](#)
- F. Chapin Hall [Core Components for Authentic Youth Engagement Identified](#)

2.4: Community Examples

- A. MSU The Neutral Zone: [Youth-Adult Partnership Rubric](#)

Section 3: Recruitment & Engagement

Recruiting new YAB members does not have a one-size-fits-all solution. The method for recruitment and engagement will vary depending on the composition and structure in the community. It is crucial to involve youth in the planning of the YAB from the beginning, as well as throughout its existence to sustain a strong and active YAB membership.

3.1: Overview

When developing a new YAB, it's essential to learn about the history of youth leadership in this space and to talk with any young people who may be engaged in the work, even if not through a formal YAB or committee. Avoid assuming that you know exactly what to do, and instead, start by understanding the current landscape of youth leadership locally and building upon lessons that have been learned along the way. Additionally, recruitment and retention strategies will likely change throughout the process of engaging youth and structuring the YAB - things will shift as the membership grows and changes. Continue to evaluate what is working and what needs to be adjusted and remain open to new and innovative strategies throughout the process.

3.2: Tips & Considerations

Planning for initial and ongoing recruitment

- A. It can take time and creativity to build and sustain an effective YAB. If you are starting from scratch, it is especially important to prioritize identifying *at least* two YYA who are ready to partner with you on developing recruitment strategies.
- B. Develop clear messaging about the YAB. If it's already a structured group - explain the intention, expectations, and benefits of membership; if it is still being designed - explain that the opportunity includes building something new.
- C. Ensure messaging states the issue(s) the YAB will be working on (i.e. ending youth homelessness) and why their voices are needed.
- D. Consider different ways to reach out to and engage youth to inform them about the opportunity. This can include referrals from professional networks or friends, talking with youth organizations or agencies, social media, community message boards, flyers in places where youth hang out or frequent, etc. When recruiting YAB members for an existing YAB,

Keep in Mind:

*Don't be afraid to get creative with how you talk about and network the YAB opportunities

* Be open and flexible to new ideas as new YYA engage with the YAB

- have the current YAB members design and lead the recruitment process, including outreach and engagement strategies, as much as possible.
- E. Remember that the demographics of YAB membership should reflect the local demographics of communities most impacted by homelessness. Consider this when determining where and how to conduct recruitment strategies.
 - Representation considerations include race, gender, ability, parenting status, involvement with child welfare and the justice system, HIV status, and more.
 - F. Determine how youth will voice their interest - will they call a phone number? Fill out a form? Use an app? Make sure that you are prepared to engage with interested youth quickly and make the process as simple and accessible as you can.
 - G. Ensure you have a budget and initial compensation policies defined prior to engagement and share this information transparently with youth who are interested in joining the YAB.
 - Understand the overall YAB budget to determine how many YAB members can be sustained at the agreed-upon compensation rates plus any other expenses (e.g., transportation, meeting technology needs, etc.).
(See Section 4 below for more info on budgeting)
 - H. If you are the YAB Coordinator (or YCEC), understand that recruitment and retention will be an ongoing process. Ensure you set boundaries around communication and time off to protect yourself from burnout.

Orienting YAB Members

- A. Have an orientation plan set before recruitment begins. Once you begin to engage with interested YAB members, it's important that they know what to expect.
- B. Orientation can take different shapes - you can consider doing a brief orientation with individual members and/or a group orientation if many members are joining at once.
 - When onboarding new YAB members to an existing YAB, ensure the YAB decides what orientation looks like and who is facilitating the orientation (many YABs lead onboarding efforts on their own with minimal support from YAB Coordinators)
- C. Orientation should include (at a minimum) an overview of the YABs purpose and history, current leadership and governance structure, benefits and professional development opportunities, compensation information, expectations, and any paperwork that must be completed.
 - Note: If components, such as leadership and governance, are not yet determined, be honest about that and the role that the YAB plays in designing and implementing anything new.

- D. Be prepared to answer questions about the current projects and priorities that the YAB is working on.

Ongoing Engagement

Keeping the YAB members engaged outside of big “projects” is important and can be challenging at times.

- A. Regularly check in with members (as a group and individually) to gauge how they are feeling about their experience with the YAB.
- B. Determine effective communication strategies from the beginning and think outside of “professional” norms; ask the Youth how they prefer to communicate individually and as a group (ideas: group text, individual text, discord channels, google chat, etc.) and check back in periodically to determine if changes are needed.
- C. Ensure basic needs for participation are being met, including transportation, access to technology, childcare, and meeting supplies.
- D. If not already in place, be working to make the YAB a youth-led space. Provide opportunities for YAB members to plan for, lead meetings, and add creative and personal touches to their gatherings.
- E. Consider having semi-regular, in-person meet-ups that are designed to build community and trust.
- F. Build in opportunities for fun and relationship-building!

3.3: Tools + Related Resources/Reference Sites

- A. IDEA Collaborative: [Ideas for YAB Recruitment](#)
- B. TAC [Gab on YABs: Recruitment & Retention](#)
- C. HUD SNAPS: [Youth Collaboration 102 Webinar: Recruitment & Retention](#)
- D. (Slide Deck Template) [Onboarding for YABs](#)

3.4: Community Examples

- A. [Youth Action Board Interest Form](#) (Memphis CoC)
- B. [Recruitment Flyer](#) (Atlanta YAB)

Section 4: Equitable Compensation/Funding Youth Action Boards

There is a minimum expectation that YAB members and other youth contributors are paid equitably and timely for their work toward ending youth homelessness. YAB members are recruited for their expertise and must be paid for their work and knowledge-sharing. Compensation policies, procedures, and rates should be determined based on the local cost of living and in discussion and agreement with the YAB.

4.1: Overview

While compensation amounts, policies, and YAB budgets vary depending on the particular community and access to funds for YAB, etc., there are general best practices that all communities supporting YABs should follow.

It is important that the YAB has a defined and transparent budget and that any funding restrictions that accompany the funding sources are fully understood. Because there is a standard that all YAB members will be compensated equitably, the size of the YAB will depend on the budget. In addition to direct YAB compensation, you should consider additional costs associated with participation including transportation to/from meetings and events, childcare costs for parenting youth, food/supplies for meetings, technology needs such as computers and/or wifi hotspots, professional and personal development, emergency needs, and more.

There may be limited sources of local, state, or federal funding that can be used to fund the YAB, but the YAB can also discuss seeking private funding from private funders and foundations or hold fundraising events to build out specific projects and increase the stability of the budget.

4.2: Tips & Considerations

As you are developing your YAB budget, consider the following:

- A. **Timeline and Payment Process** - YAB members should have immediate and continued clarity on when and how they should expect payment. It is encouraged to have a documented process for tracking, submitting, and paying hours while keeping the process as convenient and efficient as possible - see the *Wisconsin Balance of State Compensation and Reimbursement Policy* linked as an example below.
- B. **Tracking Hours** - Ensure each YAB member has clarity on how many hours they can bill to the project per week or month and define what is considered **working time** (attending meetings, preparing for meetings, travel time, work they do on their own outside of meetings, etc.)

- C. **Methods of Payment** - Payment should be offered in a variety of ways and YAB members should be able to choose the form of compensation that they prefer. Compensation options could include cash or check, direct deposit, electronic/virtual wallet options such as Venmo or Cash App, gift cards, and electronic gift cards.
- D. **Tax Implications** - Most YAB members are paid as independent contractors or freelancers, often referred to as "1099 workers," which refers to the 1099 tax form issued each calendar year. If YAB members are contracted as 1099 workers, they are not employees of the organization and are not on the company payroll, therefore, the company does not withhold taxes from their payment. 1099 YAB members who make more than \$600/year should be informed that they are required to pay taxes on their compensation. Finding a local tax expert to work directly with the YAB to understand tax implications is ideal.
- E. **Other Best Practices**
 - Consider additional needs that may arise for YAB members. It is not abnormal for YAB members to experience housing insecurity or other crises and need emergency support. Some YABs have emergency money set aside for each member. This emergency money can cover basic needs or even a portion of their rent or other expenses, when needed.
 - Ensure the YAB understands they have discretion over how the budget is spent. Make it a point to talk openly about the budget so that there is an understanding that if the YAB wants to do more or add more members, they may need to prioritize securing additional funding.

4.3: Tools + Related Resources/Reference Sites

- A. (Example Template) [YAB Budget Projection Worksheet](#)
- B. IDEA Collaborative: [YAB Budget Considerations](#)
- C. (Resource) [YAB Sustainability - Ways to fund YABs beyond ACI funding](#)
- D. HUD SNAPS Youth [Collaboration 102 Webinar: Funding for YABs](#)
- E. Quickbooks Resource: [1099 vs W-2 Workers: What's the difference in 2024?](#)
- F. National Homelessness Law Center: [Form 1099 Third Party](#) (Payment Network Transactions: One-Pager)
- G. A Way Home America: [Tax Tips for Young People with Self-employment Income](#)

4.4: Community Examples

- A. Wisconsin BoS: [Compensation & Reimbursement Policy](#)

Section 5: Structure & Roles

While YABs will be set up differently in each community, all YABs should be YOUTH LED. Their structure, roles, priorities, and internal decision-making practices should be determined by the members. Below are some general guidance, considerations and examples that can help a YAB to understand different options and ways to consider structure.

5.1: Overview

Each YAB should determine their own membership, roles, and internal and external structures that inform how the group will be implemented, how decisions will be made, and how the members coordinate with each other and with other community partners, Core Improvement Teams, Continuum of Care board and staff, etc. YAB determinations about structure and roles are often documented within the YAB's bylaws, charter document, or some other formal agreement.

5.2: Tips & Considerations

Important elements of YAB structure include:

- A. Determining the logistics of the YAB (meeting frequency, agenda format, facilitation, method for communication and information-sharing, etc.). While you will have to set up initial meetings/agendas as you are recruiting and starting the YAB, ultimately the YAB themselves should be deciding (at one of their initial meetings) how they will set up the logistics.
- B. The YAB will need to agree on ongoing YAB membership (determining the criteria for membership, expectations for participation, ongoing recruitment, etc.)

Some examples of membership criteria that a YAB may want to include are:

- YYA who have a desire/passion to change the local housing system
- YYA with organizing and facilitation experience
- YYA with a diverse set of identities (considering the demographics of YYA served in the local homeless service system as well as marginalized populations)

Questions you may ask the YAB as they develop membership include:

- What is the membership process?
- What are the membership terms?
- How do you define “active membership”?

- C. The YAB will need to determine what type of structure or *governance* model they will use. They can consider the following examples or develop something new:
 - Chair/Co-Chairs model - with delegates as “Coordinators” or “Leads”
 - Flat Leadership (perhaps with an Executive Committee/General Forum)
 - President/VP model with delegates as “Secretaries”
 - Designated Core Group with Contributing Members (Official or Unofficial Status)
- D. YABs should define a decision-making model that can be consistently implemented, such as:
 - **Consensus Voting** is a decision-making process that is most likely to ensure that each person’s input is valued, heard, and considered.
 - **Majority Rule Voting** involves decisions being made when more than half the group votes in favor of the choice(s).
 - **Unanimous Voting** requires that all group members must agree that the decision is the best choice for the group.
- E. As you set up the structure, be sure not to set arbitrary boundaries on what projects the YAB will work on. YABs should be empowered to work on real projects that they identify with. Without specific, meaningful work to do, they often lose motivation and members.
- F. Remember that YAB members have lives outside of the YAB. Commitments such as school, work, and family will impact availability to attend meetings and do YAB work.
- G. Have defined communication strategies for sharing information between meetings and following up with those who could not attend.
- H. Clear roles for the YAB Coordinator (or YCEC) - including in logistic/payment support, prepping and debriefing meetings, etc.

5.3: Tools + Related Resources/Reference Sites

- A. (Sample document): [YAB Charter Template](#)
- B. IDEA Collaborative: [YAB Project Ideas](#)
- C. TAC [The Gab on YABs Structure: Decision-Making, Facilitation, & Youth Leadership](#)
- D. HUD Resource: [Guide for Engaging Youth in Decision-Making and Planning](#)
- E. HUD SNAPS [Youth Collaboration 201 Webinar: YAB Governance](#)

5.4: Community Examples

- A. [Boston YAB Truths](#)

Section 6: Anti-Adultist Practices

Adultism is defined as prejudice or discrimination against young people as a group. Adultism is rooted in the assumed power of adults over youth and a belief that adults inherently know better, are more experienced, and are better equipped to know what is best for young people. Adultism (and adultist practices) often show up in adult-designed systems of care, like traditional homeless service systems. For example, many YYA report that the current systems and processes don't actually represent their needs and that when navigating their housing instability and experiences of homelessness, they don't feel that they have a say in their housing plan and instead are told to listen to case managers or other system workers who know better.

6.1: Overview

Adopting anti-adultist practices is critical to authentic youth partnership and supporting relevant and effective youth-led approaches to youth homelessness response. Adultist beliefs and assumptions (conscious or subconscious) are damaging to meaningful partnerships between youth and adults and the ability for youth to authentically (and safely) contribute their expertise to inform change. Young people are experts in their own lives, and anti-adultist practices elevate that expertise and promote youth leadership.

To transform the system and lift up the YAB's voice as well as the YYA's, who are navigating the homeless response system, older adult partners must understand and acknowledge the adultist beliefs, policies, language and behaviors within their organization and community. This takes a lot of dedicated work.

Common Adultist Phrases:

- "Respect your elders, they know better"
- "You are too young to understand"
- "It will make sense when you are older"
- "You're too young to know what you need/want"
- "Children/Youth should be seen and not heard"

6.2: Tips & Considerations

Adultism is something most people have experienced while growing up. Things to consider when working to dismantle adultist practices in the homeless response system:

- A. Understand the different types of Adulthood⁴ and how they may show up:
- **Institutionalized Adulthood** refers to the systemic bias that favors adults in our institutions, laws, and societal structures. This bias can manifest in schools, families, and legal systems, where adults make decisions that directly impact young people, often without their input or consent.
 - **Cultural Adulthood** refers to the norms, values, and traditions that propagate adult superiority and youth inferiority. This might include language use that diminishes young people's experiences or media portrayals that stereotype and trivialize youth.
 - **Internalized Adulthood** occurs when young people absorb negative messages about their age group and start believing in their own inferiority. This can lead to self-doubt, lowered self-esteem, and a diminished sense of agency.
 - **Tokenism** is the act of including YYA for show but without any real power or ability to impact change and can be common even in well-meaning communities and organizations. See the *Avoiding Tokenism When Engaging Young People* resource linked in related resources for more information on avoiding tokenism.
- B. There will likely be a need for continued education and learning around anti-adultist practices with older adult partners across the community, not just within the Core Improvement Team or CoC Board and Staff. Engage the YAB (if they are interested) as part of the team that develops and coordinates a training strategy for this, along with other system leaders to support/lead. *Do not rely on YYA to share their stories or prove their experiences of adulthood to train older adult partners. Discuss this with the YAB and identify how/if they want to be involved in leading pieces of the training.*
- C. Even with active unlearning of adultist behaviors, there will likely be moments when YAB members directly experience or observe adultist practices in meetings and other interactions with system partners. It can be beneficial to have a plan for addressing and disrupting adultist practices in the moment. This can take a lot of practice, but is something that both YYA and older adult partners can practice to stay accountable to building a system that empowers YYA. Disruption can take many different forms such as: developing group norms/agreements that call for anti-adultist practices, calling in/out the adultist behaviors, discussing the impact, and reframing, internal reflection, policy and procedure review, and developing inclusive engagement practices.

⁴[Addressing Adulthood: Understanding Its Implications and Consequences](#)

6.3: Tools + Related Resources/Reference Sites

- A. TCU [Youth Action Toolkit: Overcoming Potential Barriers \(Adulthood & Tokenism\)](#)
- B. HUD SNAPS [Youth Collaboration Toolkit 102 Webinar: Undoing Adulthood](#)
- C. C4 Innovations: [Avoiding Tokenism When Engaging Young People](#)

6.4: Community Examples

- A. N/A

Appendix

Other Helpful References/Trainings

- **Other National Resources**
 - TCU: [Youth Action Toolkit \(full toolkit\)](#)
 - TCU: [Racial Equity Toolkit](#)
 - Family & Youth Services Bureau (FYSB): [Supporting and Affirming LGBTQIA2S+ Youth and Young Adults: Tip Sheet](#)
- **HUD Resources**
 - [Youth Collaboration 102 Roadmap](#)
 - [Youth Collaboration 201 Roadmap](#) (Equity in Youth Collaboration, Youth Collab Guiding Principles; YAB Governance; YAB Sustainability; Power Sharing)
- **General Youth Homelessness System Resources**
 - IDEA Collaborative: [YYA Homeless System Overview for YABs](#)
Including:
 - Continuum of Care Overview for YABs
 - Commonly Used Terms / Acronyms
 - YYA Programs & Services



IDEA COLLABORATIVE
Innovate • Design • Elevate • Act

Note: This Toolkit was created by The IDEA Collaborative and was adapted for A Way Home WA's Anchor Community Initiative, for use in supporting youth collaboration/partnership in Anchor Communities.