





# LEAF: Values

FOCUS AREA	ONE LEAF	TWO LEAVES	THREE LEAVES
MISSION & VISION			
<p><b>Q1. How does your agency's/ organization's mission and vision support young people to thrive?</b></p>	<ul style="list-style-type: none"> <li>• Language is youth-affirming, acknowledges young people's strengths, and highlights the importance of authentic youth engagement and voice.</li> <li>• Identify and commit to helping young people realize their unique talents, interests, passions, goals, and abilities to reach their full potential.</li> <li>• Reinforces staff listening and responding to young people's own goals and needs.</li> <li>• Recognizes the impact of racism and intersectionality of identities on the well-being of young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Includes language from the Youth Thrive Protective and Promotive Factors and Guiding Premises.</li> <li>• Have clear commitments to actionable steps focused on young people thriving.</li> </ul>	<ul style="list-style-type: none"> <li>• Developed in collaboration with young people and based on young people's thoughts on the role of an agency/ organization in their lives.</li> <li>• Committed to being an anti-racist organization.</li> </ul>
<p><b>Q2. In what ways does your agency/ organization uphold its mission and vision to support young people to thrive?</b></p>	<ul style="list-style-type: none"> <li>• Regularly engage young people about their experiences and ideas for improving practice and programs</li> <li>• Seeks out funding for programs that support the self-identified needs of young people.</li> <li>• All policies and procedures align with the agency's/ organization's mission and vision.</li> <li>• Disaggregates service utilization and outcome data by race, ethnicity, and sexual orientation and gender identity and expression (SOGIE).</li> <li>• Require that all youth workers and supervisors are trained in trauma-informed and healing-centered practices, adolescent development, and positive youth development.</li> </ul>	<ul style="list-style-type: none"> <li>• Services connect young people with opportunities to achieve their goals.</li> <li>• Regularly assess how young people are authentically engaged and how their feedback is incorporated into practice. The information gathered from such assessments should be used to highlight bright spots and inform opportunities for improvement.</li> <li>• Regularly examines data to identify where disparities exist and develops plans for rectifying them.</li> <li>• Require that all youth workers and supervisors are trained in the Youth Thrive Protective and Promotive Factors.</li> </ul>	<p>In collaboration with young people:</p> <ul style="list-style-type: none"> <li>• Regularly evaluate the agency's/ organization's mission and vision to determine if they are advancing the successes, ambitions, and goals of young people.</li> <li>• Continuously seek out new and innovative approaches for supporting young people that is based on their needs.</li> <li>• Focus on developing and moving ahead more equitable services for all young people.</li> <li>• Refer to the Accountability section for opportunities to uphold the agency's/ organization's Values.</li> </ul>

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AGENCY STRUCTURE			
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<p><b>Q1. In what ways does your agency/ organizational structure support young people to thrive?</b></p>	<ul style="list-style-type: none"> <li>• Has a youth board/ committee that is included in policy making, executive teams, budgeting and resource allocation, trainings, and practice improvement efforts to advocate, share experiences, and provide feedback on behalf of young people.</li> <li>• Provide training and practice opportunities to staff for collaborating and sharing power with young people.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Has a unit that consists of paid, full time youth ambassadors and young professionals with lived expertise to advocate on behalf of young people, collaborate with various agency/ organization divisions and departments, partner with external partners and stakeholders, and implement approaches and strategies that support young people to be successful.</b></li> <li>• <b>Transparent about the opportunities and limitations of young people’s consultant role or employment, especially if it will have a financial impact (e.g., affect access to public benefits, cannot consult with other organizations due to conflict of interest).</b></li> </ul>	<ul style="list-style-type: none"> <li>• Has a unit that includes young people with lived expertise as professional members and is focused on aligning resources, policies, and practices to support young people to thrive.</li> <li>• In partnership with young people, the unit is charged with identifying well-being goals, developing a strategic plan, implementation, evaluating the results, and adjusting the plan as needed.</li> </ul>
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<p><b>Q2. How is youth voice reflected and supported in your agency’s/ organization’s governance?</b></p>	<ul style="list-style-type: none"> <li>• A representative from the governance team attends the youth committee’s/ board’s meeting to gather feedback on policies, procedures, programs, data findings, and practice improvement ideas, and to share updates (when and where the youth board wants this).</li> <li>• Agency/organization governance and staff respect the confidentiality of young professionals with lived expertise—their personal experiences are only shared with their permission.</li> </ul>	<ul style="list-style-type: none"> <li>• Youth committee/ board members regularly attend and present at governance team meetings—this may include advocacy for needed resources, identifying challenges young people are experiencing, and providing policy and practice feedback.</li> <li>• Governance team members share feedback and updates with young people on any actions taken between meetings, challenges, and opportunities for collaboration.</li> <li>• Opportunities for young people to join the governance team are posted for young people to apply.</li> </ul>	<ul style="list-style-type: none"> <li>• Young people have representation on governance structure.</li> <li>• Young professionals with lived experience are compensated for their membership in the governance team, this includes payment, childcare and transportation.</li> <li>• Governance team members serve as coaches for youth members.</li> <li>• Young people co-design the agenda for the governance meetings and are part of the planning process, including identifying topics for discussion and obtaining any resources to inform the conversation.</li> </ul>
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# Resources to Strengthen Practice: VALUES

## Youth Thrive Protective and Promotive Factors One Pagers:

- [Youth Resilience](#)
- [Social Connections](#)
- [Knowledge of Adolescent Development](#)
- [Concrete Support in Times of Need](#)
- [Cognitive and Social-Emotional Competence](#)
  
- Youth Thrive Guiding Premises One Pager
- [Transformational Relationships for Youth Success](#)
- [Youth Thrive: Advancing Healthy Adolescent Development and Well-Being](#)
- [WEBINAR: Youth Thrive Alive! Forum: The Impact of Isms on Well-Being](#)
- [Key Equity Terms and Concepts: A Glossary for Shared Understanding](#)
- SUMMIT RECORDING: upENDING the Child Welfare System: the Road to Abolition ([Day 1](#) and [Day 2](#))