



Diyalog Çalışmalarında Gençlerin Liderliği ve Katılımı

Kubra Unver

Okul Rehberi ve Psikolojik Danışman





ABOUT ME



THE GEORGE
WASHINGTON
UNIVERSITY



Youth Empowerment

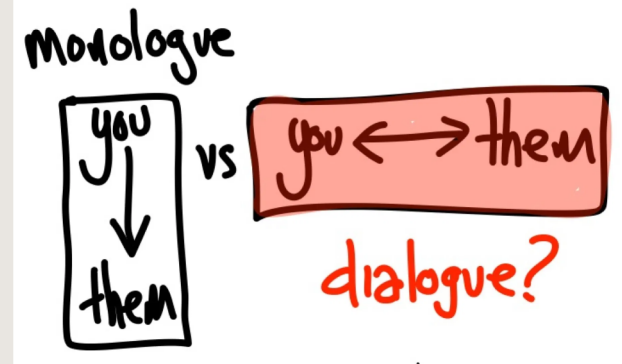


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PRE-WORK

1) Examine Yourself/Reflect

- Why do you want young people/more young people involved in your organization? (see Tokenizing)
- How much time, energy and focus are you willing, and able, to put into the process of engaging them? (see Build Mutually Beneficial Relationships)
- What underlying assumptions do you have about youth/young leaders?
- Are you/the group willing to be changed by them? (see Speak Their Language, Go To Them, and Build Mutually Beneficial Relationships)





How diverse is your group?

- Age, race, religions, diversity of perspective and experience, i.e. ideology, level of education, income, culture, geographic location, etc.



What are biases towards young people as well as their religious and spiritual practices and beliefs? See how do these elements manifest themselves in your community and apply inclusive, respectful solutions to younger population.

As an organization, take a diversity and inclusion self-assessment take the results to your organization's strategy meeting



2) Understand the Traps of Tokenizing and Adulthood

- **TOKENIZING:** "Effort to engage with a minority group by recruiting one, or a small number, of people from the underrepresented group in order to give the appearance of engagement with said group."
- **ADULTISM:** "Treating young people as inferior to older adults and not giving them the respect they are due."

**We are looking for someone
aged 22-26**



With 30 years of experience



- Just as any person, identities are complex and young people's identity is not exclusive to being a young person.
- Each young person has unique expertise and skills, which may or may not align with the general youth population. Do not expect them to speak for all young people, but only from their expertise.
- Do your research to and find out which identities might be missing from your table and then put in the time and effort to build relationships with people from those identity groups, and include them. (see Examine Yourself/Reflect, Go To Them, and Build Mutually Beneficial Relationships)





Connecting

3) Go to them

01

When you are entering a young person's space as non-youth participant, check your privilege at the door, be authentic, and present.

Intentionally seek out opportunities to work with youth

02

03

Support by showing up and ask how you can be of help.

Communicate through their mediums and outlets

04



4) Create a Safe and Brave Dialogue Space



People in general like to work in an environment where they are welcomed to be themselves and respected for all who they are.



Develop a safe space where young people feel comfortable sharing their perspectives and expertise without judgement.

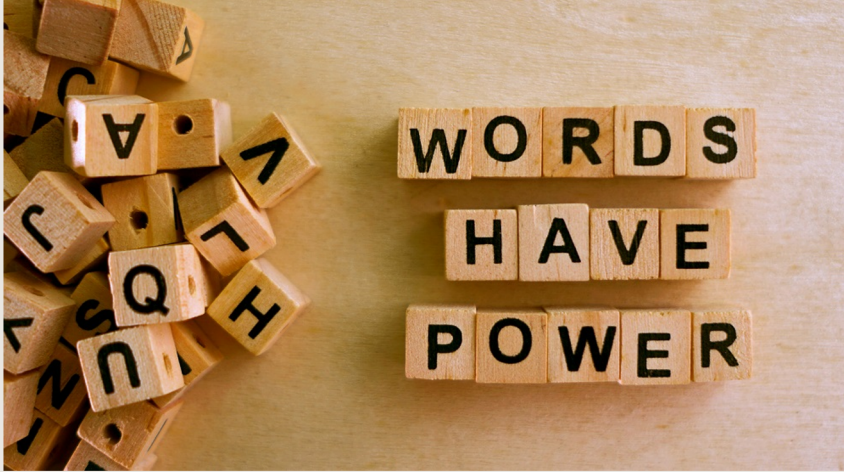


They want to collaborate with collaborative people. Before inviting in young people, set an intention to respond collaboratively to their ideas and to remain open to being changed by them.





Developing Relationships



5) Speaking Their Language

- Try not to put their identity in a box (religious, gender, sexual, racial, and ethnic identities). --- consider that they may have many and make sure to let this awareness inform your communication with them.
- The language of religious, spiritual, and beliefs are used and applied differently by people in different generations.
- Therefore, the people involved might enter a professional or spiritual space with a specific expectations which are then not matched by their professional counterparts. This can cause tension within the interfaith community.
- Take the time to learn how young people use religious, spiritual, and secular language so you can have shared understandings and expectations.



6) Build Mutually Beneficial Relationships

- Don't think about relationships with young people as one-and-done, but as a long-term supportive relationships. As with all relationships, this will take a significant investment of time and energy, but IT IS SO WORTH IT!
- If young people feel respected and heard, they are more likely to engage.

Example: Instead of inviting a young individual to an event, take the time to take them out to coffee. Attend one of their events prior to your meeting, so the young person knows you/your organization is interested and invested in mutually-supporting one another's interests and mission.





7) Mentor, Empower, Learn, Ally

- Mentoring is not exclusive to the traditional idea of meeting every once in a while to chat, it is taking the time to support and empower during the moments that matter.
- Offer young adults new experiences and opportunities: young people are able to grow when given projects, opportunities and leadership roles that give them new experiences and therefore, help them become more well-rounded.
- Ask questions and be open to learning from them. Once in professional spaces, they hope to receive the same respect. Develop conversations that are open for reciprocal feedback and always give time for lessons learned and reflection. Young people will be more open to sharing and working with the respective groups in spaces where they feel their contributions are making a difference.
- Being a mentor includes being an ally! Be a supportive and trustworthy peer to marginalized individuals and/or groups, to young people and the efforts they are supporting. If young people have allies, they will reciprocate the allyship.
- Implement "Executive Mentor" programs. These programs are designed to match young millenials and Gen Z to executives (generally older adults) to learn from one another. The two learn from one another through the mitigation of the flipped power dynamics.





Take Action / Act

8) Work Together as Equals

- The best way to engage new groups of people is to take the jump and work together. Treat them as your equal, professional peers and build spaces to learn from them.
- Break-up some of the roles within an organization and offer leadership to younger people. They have a plethora of skills, far beyond logistics and IT. Take the time to see where their skills are and how they fit into the team. If they are interested in organizing logistics, then place them in that space, but do not start a conversation based on that alone.
- Develop opportunities for collaboration between older and younger generations. These opportunities should be equally led by each group and roles should be mutually applied.
- Pay them. Young people are professionals and should be paid as such. If you want to do professional business with them, then pay them according to their worth.
- Be aware of internalized adultism in youth in partnerships. Although the structure might be equal, societal norms has taught youth to hold back their feedback. Youth may be reluctant to challenge others or speak as often as others in the room. Be aware of this internalization adultism and respond by asking probing questions and being aware of the distribution of power.

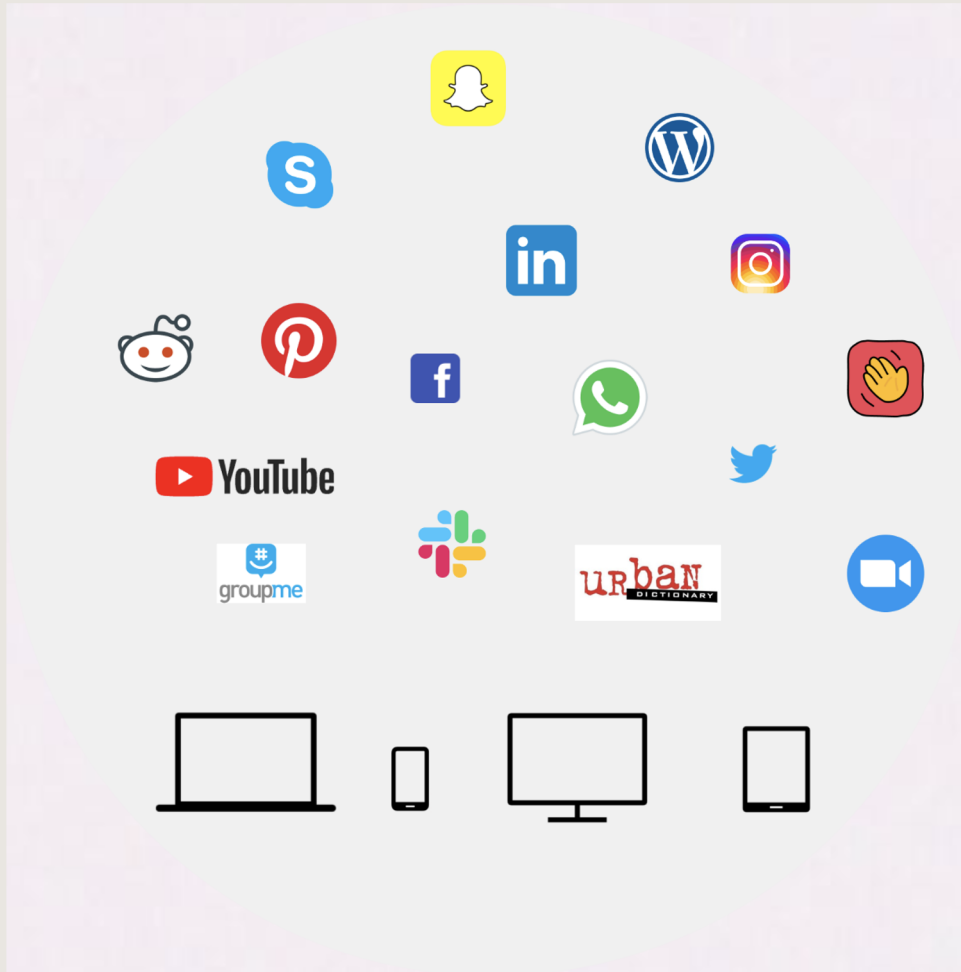


9) Move from Dialogue to Action

- Many young people have grown up in interfaith dialogue and are now ready to make a difference using these dialogue skills.
- Move the perspective from interfaith dialogue to interfaith action. Develop interfaith action initiatives that can easily be joined and shared.



Youth Mediums



Social Networking

Messaging

Blogging

News and Video





CREDITS

Articles, Online Resources, Toolkits, and More

*BRIDGE: Building Relationships In-between Diverse
Groups through Educational Engagement*

“Why Don't They Come?”
9 Tools to Engage Youth in Interfaith Efforts



THANKS!



Q & A

