**Traditional Youth Development vs. Youth Development with a Structural Racism + Health Equity Framework**

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|  | **Traditional Youth Development** | **Youth Development with a Structural Racism + Health Equity Framework** |
| **ANALYSIS OF RACISM** | Racism treated as either a minor or immutable factor in the development of youth, or ignored all together | Racism recognized as an important factor influencing the life chances of youth and addressed explicitly and intentionally in most aspects of program work |
| Example 1:  | Example 1:  |
| Example 2:  | Example 2:  |
| Example 3:  | Example 3:  |
| **YOUTH ENGAGEMENT** | Focus on individual achievement and success, typically ignoring structural forces | Focuses on examining youth experience and emotion in context of radicalized structures of powerHint: Think about Standards of Practice |
| Example 1:  | Example 1:  |
| Example 2:  | Example 2:  |
| Example 3:  | Example 3:  |
| **ACTION** | Offers few action opportunities for youth or builds those opportunities around volunteerism and community service | Offers opportunities for collective action responses to individual problems and leadership roles for youthHint: Think about Standards of Practice |
| Example 1:  | Example 1:  |
| Example 2:  | Example 2:  |
| Example 3:  | Example 3:  |
| **ORGANIZATIONAL DEVELOPMENT** | No explicit political analysis of racism; organizational self-perception as "race neutral" | Organization prioritizes a shared anti-racist political analysis that influences program development and implementation  |
| Example 1:  | Example 1:  |
| Example 2:  | Example 2:  |
| Example 3:  | Example 3:  |