Centering Youth Leaders in Data & Evaluation Practices

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Introductions

- Name
- Title
- Organization
- In your position, do you work directly with youth?

Image description: Simple drawing of a person with long wavy hair waving inside the window of a blue name-tag reading 'hello my name is.'

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Agenda

1. Introductions, opening reflection

2. Culturally Responsive and Racially Equitable Evaluation and Engagement (CRREEE)

3. Youth Participatory Evaluation (YPE) Foundations

4. Equitable Evaluation Framework (EEF)

5. Applying CRREEE, YPE and EEF to your program

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Learning Objectives

1. **Analyze** the phases of the Culturally Responsive and Equitable Evaluation and Engagement (CRREEE) process and apply them to real-world examples of youth-led evaluation efforts.

2. **Evaluate** the principles of the Equitable Evaluation Framework (EEF) and determine their relevance in youth-centered data practices.

3. **Design** a culturally responsive and racially equitable engagement plan for involving youth leaders in the evaluation process.

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Reflection: Mentimeter

Benefits to engaging youth in evaluation

Youth

- Leadership
- Voice
- Engagement in their learning and development
- Empowers marginalized youth
- Self-confidence
- Youth as experts-best situated to engage peers

Program

- Quality of evaluation
- Youth-centered programs
- Capacity building to meaningfully engage youth
- Shared leadership, youth & adults
  - young people supported
  - young people given leadership in evaluation process

(Checkoway & Richard-Shuster, 2005; Wong et al., 2010)

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Culturally Responsive & Racially Equitable Evaluation & Engagement

CRREEE

Elements

1. Centering on culture, race, and those most impacted by inequities
2. Evaluation must consider culture, defined values and beliefs
3. Attentive to power differentials, relationship to community, context
   - Who is telling the story?
   - Communication styles
   - Relationships

CRREEE Self-Assessment

Culturally Responsive and Racially Equitable Evaluation and Engagement

"Always place the people who are most impacted at the center of conversations which seek to find solutions to problems affecting them."

Assess diversity of team, service provider, and funder

Reflect on cultural responsiveness of teams

Reach out to community leaders/agents

Ensure community voices are heard and valued

Examine institutional and inter-institutional aspects of structural racism

Understand racial historical legacy

Identify racial disparities

Image description: 1) an icon of three people 2) a clipboard with a check mark 3) shaking hands 4) conversation bubbles, one with a heart and one with an ellipsis 5) a magnifying glass held up to a building and a checklist 6) a speech bubble with icons of people arranged in a pyramid inside it 7) a magnifying glass held up to two people with an equal sign between them and a question mark

Tenets of a Culturally Responsive and Racial Equity Lens Evaluation Process

- Self assessment
- Engagement with community
- Systems
- DEI

Image description: A diagram of the culturally responsive and racial equity lens process, there are eleven tenets.

MPHI CRREEE Considerations Resource

Culturally Responsive and Racial Equity Engagement Checklist

❏ Identify **racial disparities.**

❏ Understand racial **historical legacy.**

❏ Examine **institutional and inter-institutional aspects** of structural racism.

❏ Assess **diversity** of team, service provider, and funder.

❏ Reflect on **cultural responsiveness of team**.

❏ Ensure **community voices** are heard and valued.

❏ Reach out to **community leaders/agents.**

Image description: Two people sitting across from each other at a table

Youth Participatory Evaluation

YPE

Definition

- "An approach that engages young people in the evaluating the programs, organizations, and systems designed to serve them" -Act for Youth
- Involves young people in the process of knowledge development
- In practice must
  - consider CRREEE
  - uplift our positionality
  - power differentials in youth-adult partnerships

Resources:
- YPAR HUB
- Youth Participatory Evaluation Practice Guide

(Hood et al., 2015), (Act for Youth, Youth participatory Evaluation)

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Core Principles

- Youth-Adult relationships
- Inclusivity to all, values assets of all ages, experience, backgrounds
- Continuous and all-encompassing, youth engaged in all steps

Resources:
- [YPAR HUB](#)
- [Youth Participatory Evaluation Practice Guide](#)

Image description: A racially, ethnically, and age diverse group of people

Foundations

- Before you begin–consider the foundations and capacity for Youth Participatory Evaluation:

  - Youth Participatory Evaluation (YPE) as a core staff responsibility
  - Youth interest in Youth Participatory Evaluation
  - Youth Participatory Evaluation built into structure
  - Organizational leadership commitment and follow-through

Image description: A person in a construction vest and hard hat laying bricks

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Co-CRREEEating Values

Wilder Foundation's Youth Leadership Initiative Youth Participatory Evaluation values

- How will we work together?
- What does it look like in practice?
- How do we hold each other accountable?

YPE value

- **Program improvement** using data to improve the program
- **Youth-adult partnership** a commitment to co-learning
- **Youth voice** "Nothing about us without us"
- **Shared responsibility** a commitment to co-doing
- **Unique perspectives of shared experience** a commitment to listening and honoring each other's perspectives

Image description: five interlocking puzzle pieces with different values of Youth Participatory Evaluation

From Wilder Foundation's Youth Leadership Initiative

Equitable Evaluation Framework

EEF
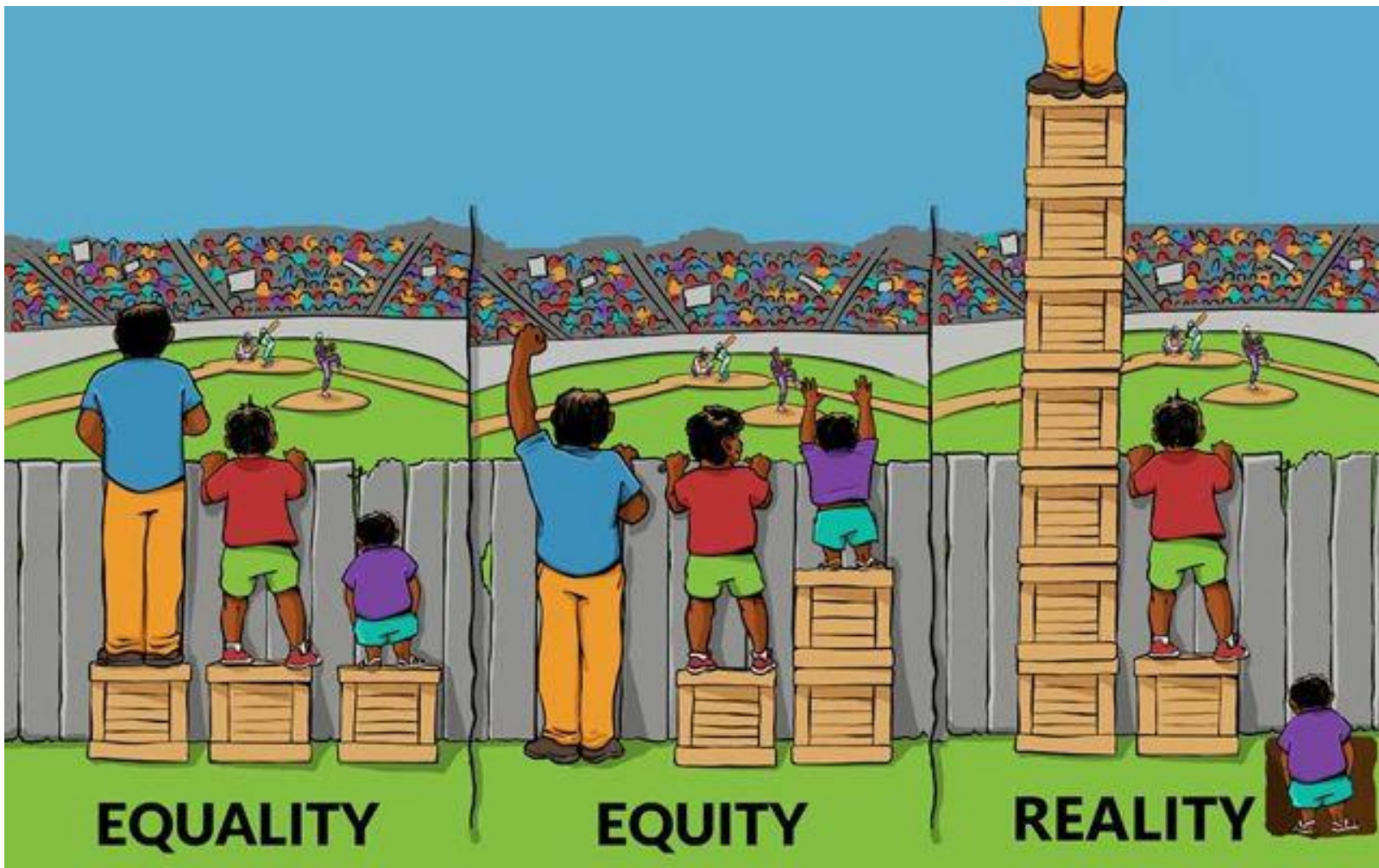
Image description: Three sections titled equality, equity, and reality. The image illustrates the difference between the terms with people of different heights standing on boxes to watch a baseball game.

Othering & Belonging Institute

Othering & Belonging Institute

EEF Principles

- Evaluation in the service of equity-production, consumption, management of evaluative activities
- Evaluation designed and implemented with values of underlying equity work
- Evaluative work answers critical questions about:
  - History, *structural* decisions
  - Underlying *systemic* drivers of inequity
  - *Cultural context* in relationship to the structural and change itself

Equitable Evaluation Framework™ (EEF)

Equitable Evaluation Framework (EEF) Elements

- **Principles**, as foundational guideposts

- **Orthodoxies** to be questioned/challenged

- **Mindsets,** as established set(s) of attitudes to be shifted

- **Tensions** inherent in change processes to be named, navigated, and normalized

- **Sticking Points,** as opportunities to work through obstacles and perceived barriers to progress

EEF Principles are foundational guideposts to advance equity and challenge singular type of truth, knowing, and evidence.

The **Orthodoxies** are deeply held beliefs that get in the way of advancing the Principles.

The **Mindsets**, **Tensions**, and **Sticking Points** provide support in traversing the Orthodoxies.

Generally, the **Orthodoxies**, and their related and highly nuanced attitudes, behaviors, beliefs, policies, and processes, surface themselves in response to new ideas related to advancing the **Principles** in practice. These moments surface, and often stall, the change process. The **Mindsets**, **Tensions**, and **Sticking Points** provide entry points for conversation and connection and opportunities for reflection, reflexion, and realignment.

equity as *means*:
working toward outcomes in ways that model dignity, justice, and love without re-creating harm in our structures, strategies, and working relationships.[4]

equity as *ends*:
The absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.[5]

reflexion:
examining oneself, heightening critical awareness of self in action, knowledge as social construction, and curiosity of what is "known and unknown."[6]

Image description: This illustrates elements of EEF with a pinpoint, crisscrossing bines, a yellow flower, a tangle of wires, a curly line with no knots, and drawings of pencils

eef™ EQUITABLE EVALUATION FRAMEWORK

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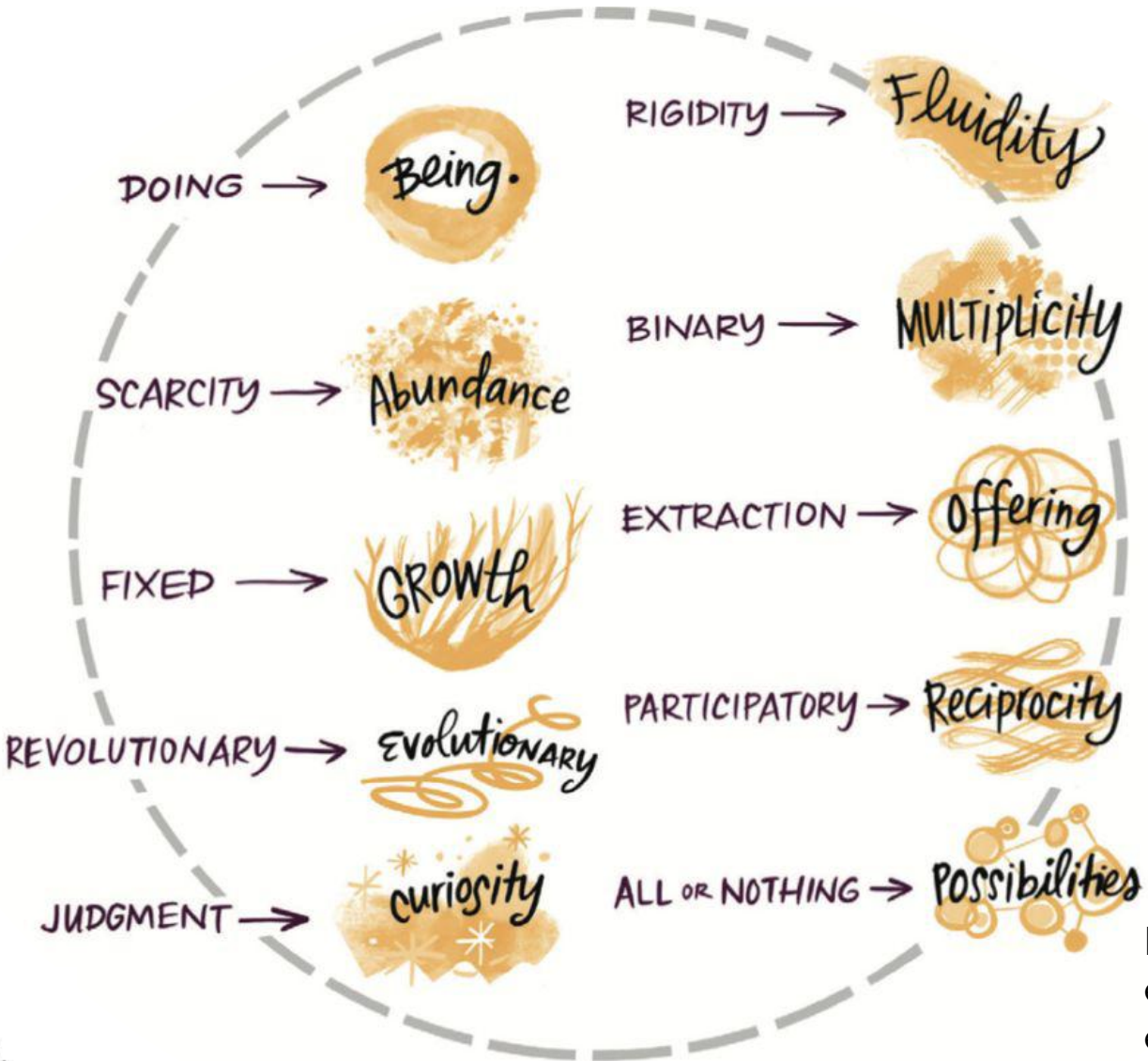
Mindset

Image description: A circle with elements of mindset inside it. The elements are shadowed by yellow images that represent them

EFF Mindset-Put into Action!

1. Think about your organization's practice for evaluation
2. Examine **"Extraction toward Offering"** mindset questions
3. How might you implement this with your organization or youth leaders?

Breakout Rooms!

Mindset questions

Image description: A young woman running up a stack of books with a forward arrow

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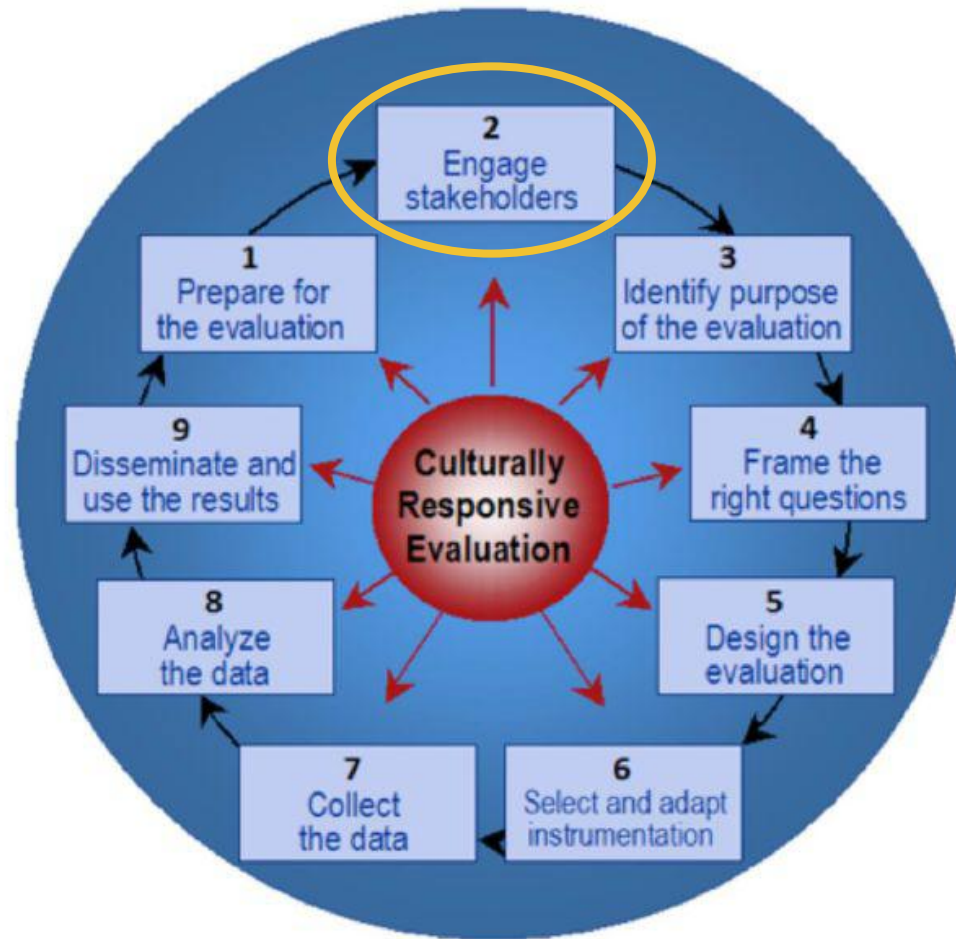# Evaluation process with CRREEE, YPE & EEF applied
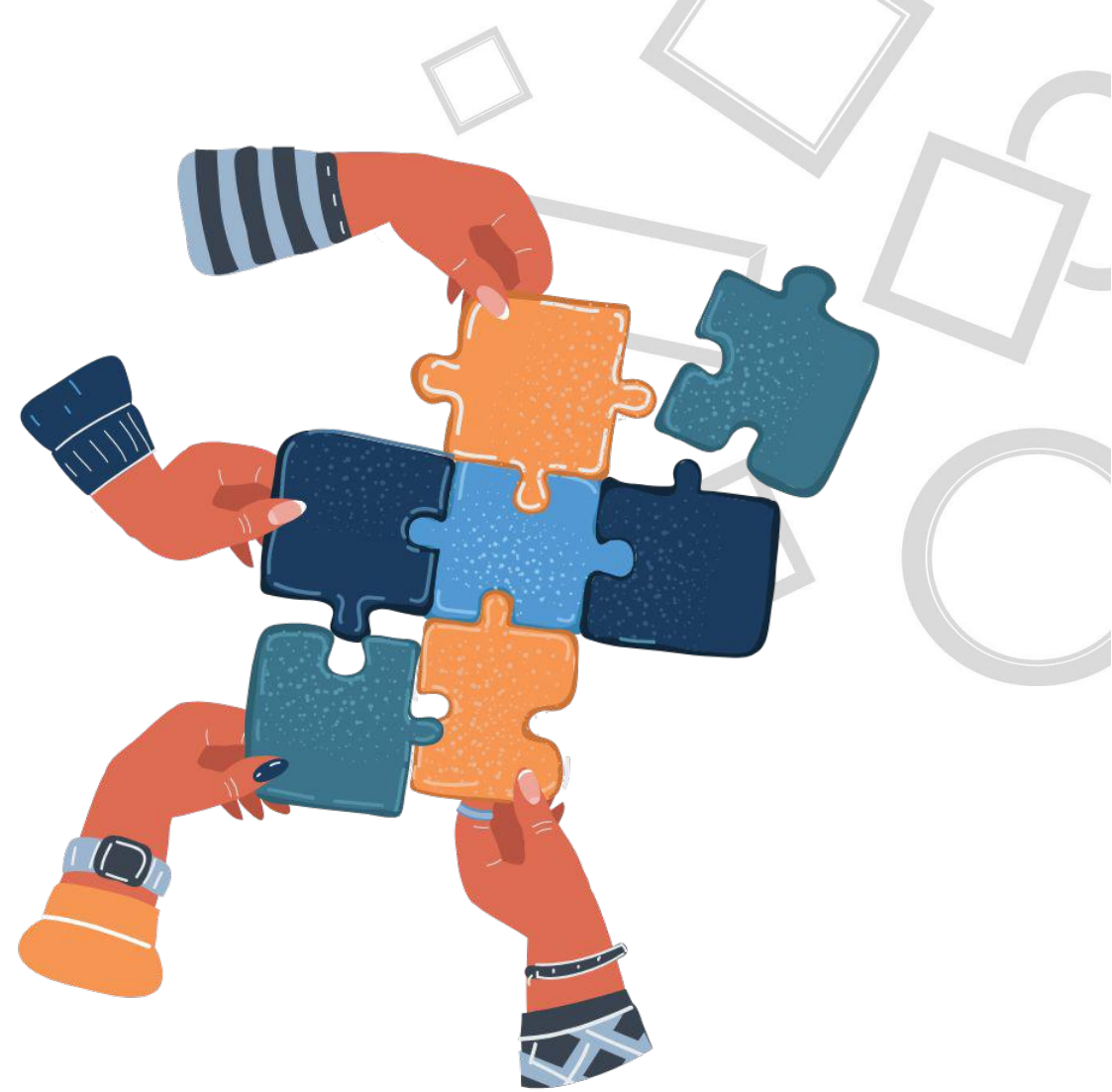
Image description: Four people sticking large puzzle pieces together

Hood et al., 2015

Image description: A diagram with the nine stages of culturally responsive evaluation, connected by arrows. "Engage stakeholders" is circled in yellow.

Engage Stakeholders

Culturally Responsive and Racially Equitable Engagement and Evaluation: Identify and engage youth stakeholders from diverse cultural backgrounds and experiences.

What does that look like in practice?

Youth Participatory Evaluation: Establish youth advisory boards and leadership roles in the evaluation process.

What resources may be needed?

EEF: Ensure representation from marginalized youth communities and CRREEEate mechanisms for meaningful participation.

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Example: Engaging stakeholders

Components

- Youth determine make-up of youth advisory
- Youth advisory representative of student population (race/ethnicity, gender, age, etc.)
- Youth explore power dynamics for meaningful participation

In Action

- Youth examine participant demographics, representation
- Youth develop advisory goals/roles/values
- Youth advisory-monthly spotlight in program (built and funded as a program component)
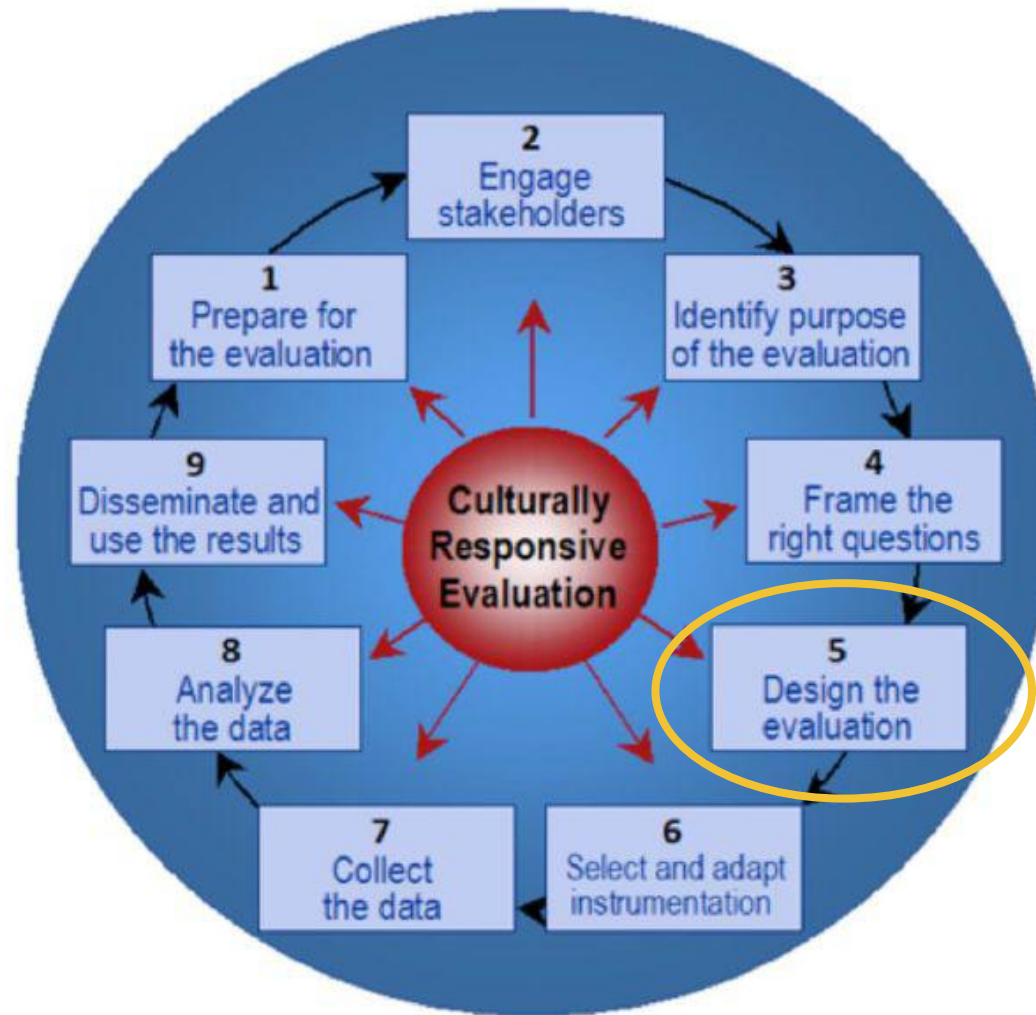
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Hood et al., 2015

Image description: A diagram with the nine stages of culturally responsive evaluation, connected by arrows. "Design the evaluation" is circled.

Design the Evaluation

CRREEE: Select culturally appropriate methods and approaches.

Youth Participatory Evaluation: Train youth in evaluation methods and let them influence design choices.

EEF: Incorporate equity considerations into sampling, methods, and analysis plans.

What does that look like in practice?

What resources may be needed?

Designing Evaluation-Examples

Components

- Youth given choice/influence in evaluation methods (trained)
- Evaluation tools and methods cultural considerations
- Equity considerations for Youth Participatory Evaluations of questions, methods, analysis

In Action

- Youth pilot test tools
  - Language examined by youth
- Diverse evaluation approaches: photovoice, journey mapping, world cafe
- Youth Program Quality Observation tool
- Cultural Asset mapping
- Informed involvement vs. informed consent
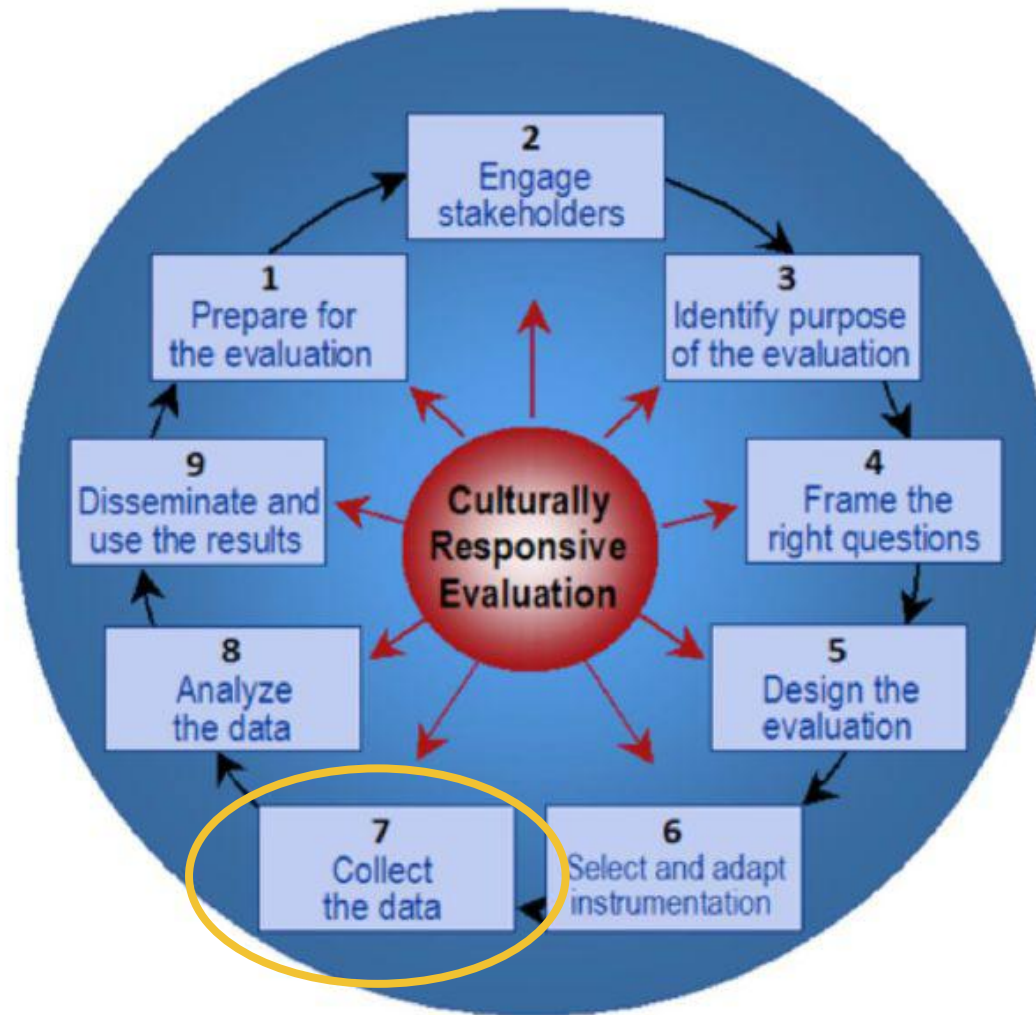
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Hood et al., 2015

Image description: A diagram with the nine stages of culturally responsive evaluation, connected by arrows. "Collect the data' is circled.

Collect the Data

CRREEE: Use culturally responsive data collection approaches.

Youth Participatory Evaluation: Train youth as data collectors and researchers.

EEF: Ensure data collection methods don't perpetuate inequities.

What does that look like in practice?

**What resources may be needed?**

Collect the Data-Examples

Components

- Cultural/Equity considerations
- Youth trained in data collection
- Protocols/guides for collection

In Action

- Considerations for before, during, after in data collection protocol:
  - Before-communication, consent
  - During-context, support, power dynamics
  - After-follow up with results
- Environment
  - Physical, emotional
- Methods
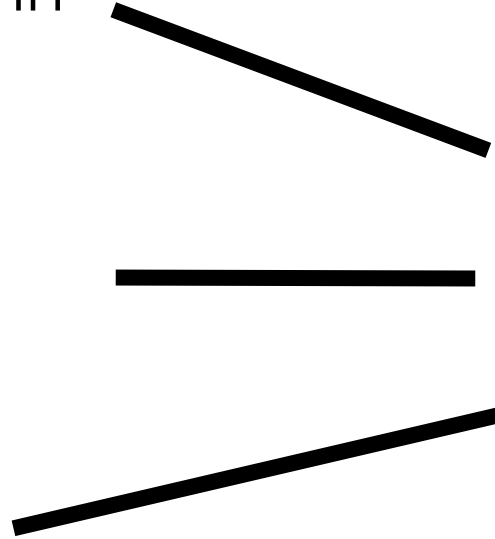 - Options, technology, special needs
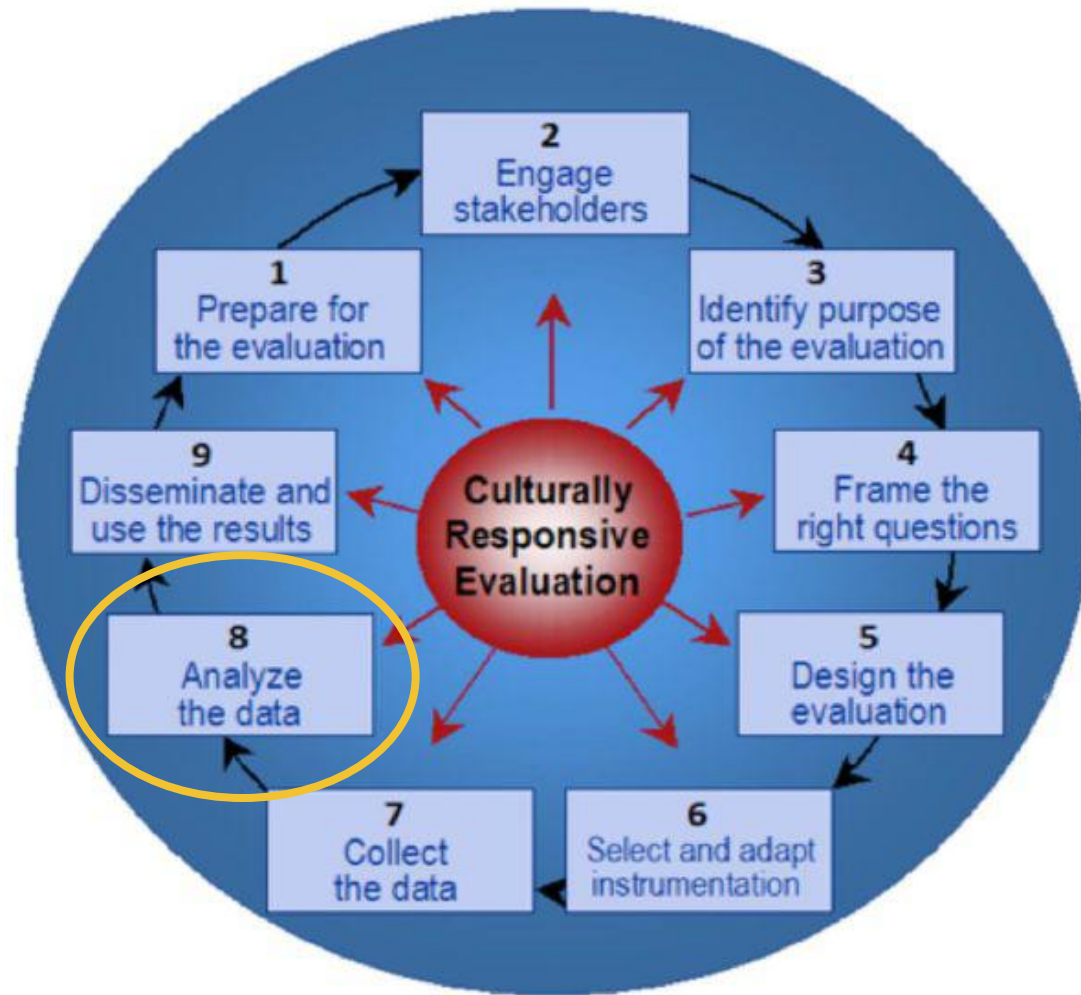
Hood et al., 2015

Image description: A diagram with the nine stages of culturally responsive evaluation, connected by arrows. "Analyze the data" is circled.

Analyze Data

CRREEE: Include cultural context in data interpretation.

Youth Participatory Evaluation: Involve youth in making sense of the data.

EE: Examine findings through an equity lens**.**

What does that look like in practice?

What resources may be needed?

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Example: Analyzing data

Components

- Disaggregate data
- Engage youth in examining outliers
- Cultural lens, nuances in findings
- Youth sense-making with data

In Action

- Thematic analysis, spaces and places
- Facilitating intentional learning
  - Data placemats, think-pair-share, data gallery, journey map
- Data Party Toolkit
- Data walks

Integrating Equity into Data Analysis

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Integrating CRREEE, YPE, EEF in your program

Capacity Building:

- Training and support for youth evaluators
- Adult stakeholders' capacity
- Develop cultural competence

Power Sharing:

- Structures for youth decision-making
- Mechanisms for addressing power imbalances
- Ensure meaningful youth influence throughout

Integrating CRREEE, YPE, EEF in Your Program

Resources and Support:

- Adequate time and resources
- Ensure accessibility of evaluation activities

Ethics and Protection:

- Protect youth privacy and confidentiality
- Address potential risks to youth participants

Sustainability:

- Build institutional support for youth-led evaluation
- Document and share lessons learned

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We'll see you in TA sessions!
7 sessions remain for 2024

TA sign up sheet

TA structure:

- 50 min sessions with MG TA lead

TA Topics:

- Phases of Culturally Responsive Evaluation
- Youth-Centered Data Practices
- Developing Data Collection Tools
- Qualitative Data Collection Methods
- Qualitative Analysis Techniques

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Thank you!
Questions & Comments?

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Resources

- Learning activities: Choosing the appropriate engagement activity: https://www.fsg.org/wp-content/uploads/2021/11/Learning-Activities-Selection-Guide-final.pdf
- MPHI CRREEE Considerations: https://mphi.org/wp-content/uploads/2022/05/Considerations-for-Conducting-Evaluation-Using-a-Culturally-Responsive-and-Racial-Equity-Lens.pdf
- Wilder Foundation's Youth Leadership Initiative practice guide: https://www.wilder.org/sites/default/files/imports/WilderYouthLeadershipInitiative_YPE_PracticeGuide_7-17.pdf
- YPE resources:
  - YPAR HUB
  - Youth Participatory Evaluation Practice Guide
- EEF Framework: https://www.equitableeval.org/_files/ugd/21786c_aab47695b0d2476d8de5d32f19bd6df9.pdf
- Youth voice and Advisory guide: https://iel.org/youth-voice-in-community-schools/
- Evaluation tools::
  - photovoice, journey mapping, world cafe
  - Youth Program Quality Observation tool
- Data party toolkit: https://4h.ucanr.edu/files/289885.pdf
- Integrating Equity into Data Analysis: https://sjp.mitre.org/resources/Data_Guide_Equity_Data_Analysis_2022.08.29_PRS.pdf
- Analyzing Data with Youth: https://youthspacesandplaces.org/wp-content/uploads/2015/09/Spaces-and-Places-Data-Analysis-Manual.pdf
- Guide to conducting culturally responsive evaluation: https://www.nsf.gov/pubs/2002/nsf02057/nsf02057_5.pdf

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Key References

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