

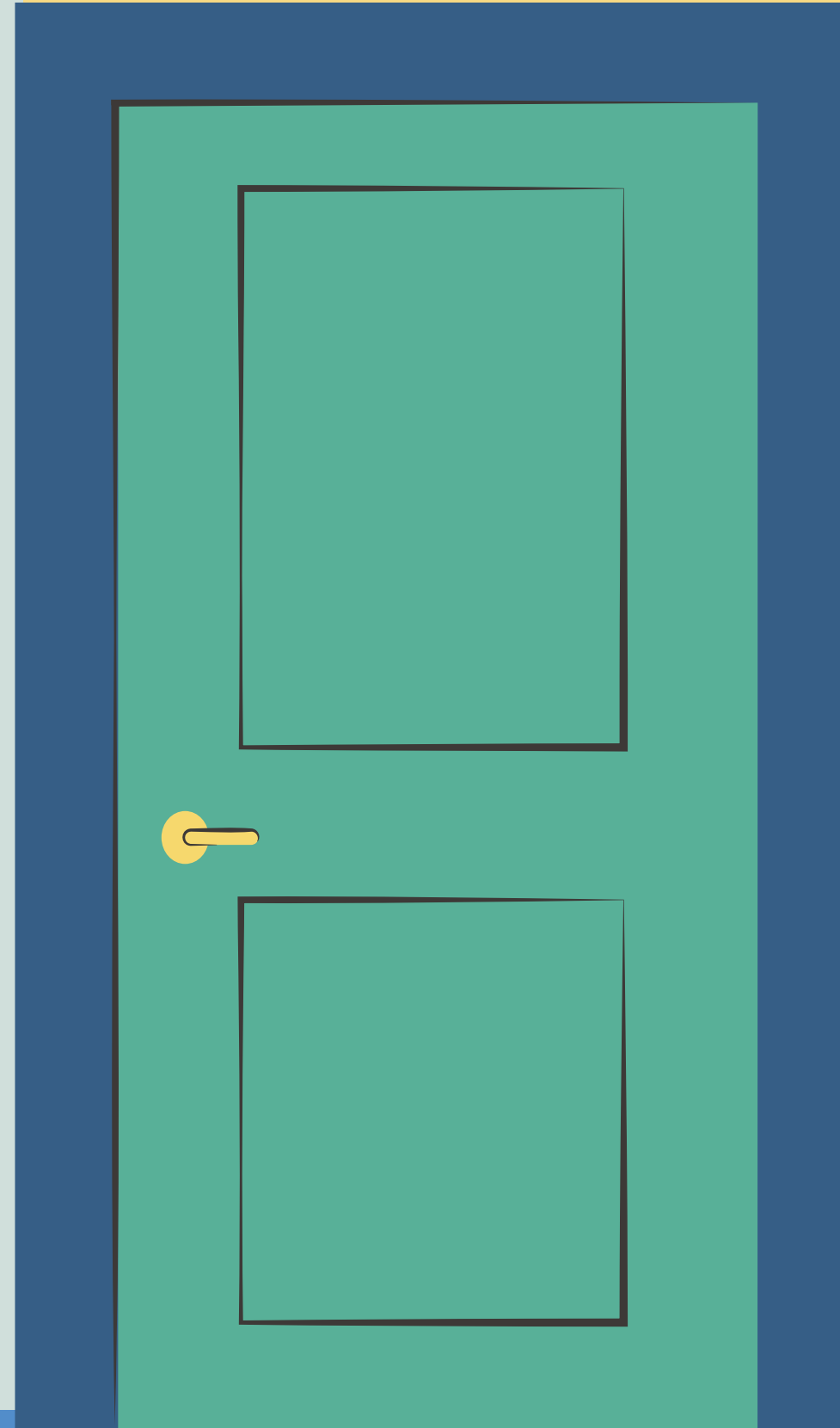
Designing the Equity Leadership Program

GLOBAL OPPORTUNITY
YOUTH NETWORK
THE FUTURE IS YOUNG
aspen institute



Image description: Two images are shown with the Global Opportunity Youth logo and Global Nomads Group logo side by side on the bottom left of the presentation. The Global Opportunity Youth Logo has the words GLOBAL OPPORTUNITY YOUTH NETWORK written in light blue, then the words THE FUTURE IS YOUNG written in dark blue in italics, followed by an image of a leaf and the words “aspen institute” written in lowercase letters. The Global Nomads Group logo is dark blue and has two half moons surrounding a circle. The words GLOBAL NOMADS GROUP is written around this.

Image description: An animated image of a green door with a yellow handle opening to reveal a view of a bright yellow sun rising over an orange horizon.





What did we learn in the design process?

डिज़ाइन प्रक्रिया में हमने क्या सीखा?

**Qu'avons-nous appris au cours du processus de
conception ?**

¿Qué aprendimos en el proceso de diseño?

O que aprendemos no processo de design?



Image description: An illustration on the top right of the screen is shown with seven hands placed on top of each other. The hands are of different skin tones and wearing different color shirtsleeves .



What we learned about Global Collaboration

We traded knowledge and ideas as we designed the project together.

We shared our experiences as youth from different contexts and cultures.

We learned to work across different time zones and languages.

We recognized that around the world, we face similar structural barriers as opportunity youth- and that our solutions can be co-constructed.

Image description: An illustration on the top right of the screen shows two hands of different skin tones clasped together to show unity.



What we learned about **Youth-Driven Design**

Our definitions of leadership in the ELP are based on our lived experiences as youth.

Our ideas as opportunity youth drive the content and purpose of this training.

We learned about how to use training and facilitation to empower young people & care for their voice.

We designed the experience to encouraging young people to take the lead & improve their leadership skills.

Image description: An animated illustration on the top right of the screen is show with many hands of different skin tones wearing different clothing and jewelry, positioned in a circle around a rotating globe.



What we learned about **Diversity & Inclusion**

We faced our fears of meeting new people with different cultures and backgrounds.

We realized there are many types of leadership, beyond just our own skills.

We learned that inclusion is key part of leadership, and that everyone's opinion is important and must be respected.

We discovered the importance of "unlearning" our own biases by recognizing and challenging bias in the way we think.

Image description: An illustration of a group of six people of different ages, genders, and styles of dress. The person on the far right uses a wheelchair.



What we learned about **Resilience & Growth**

Curriculum development is not easy, but it's an interesting journey!

We recognized the importance of knowing how to get up and continue when faced with challenges.

Throughout the process, we practiced pushing our imagination beyond our current knowledge and skillset.

We used self-reflection to identify our own leadership strengths and growth areas.

We shared our leadership "journey lines" to reflect on how we have developed and grown as leaders.

Audience Question

Imagine you are designing a leadership training for opportunity youth in your community.

At the end of the training, what should participants know? What should they be able to do?

This is a question we asked ourselves as designers!

Defining what participants should **know** and **be able to do** (KBAD) at the end of a learning experience helps us design what the training program should include.

Creating “KBADs” is part of a process called **backwards mapping**. We start with the final outcome, then work backwards to design the training journey.



What is included in the ELP training modules?

ईएलपी प्रशिक्षण मॉड्यूल में क्या शामिल है?

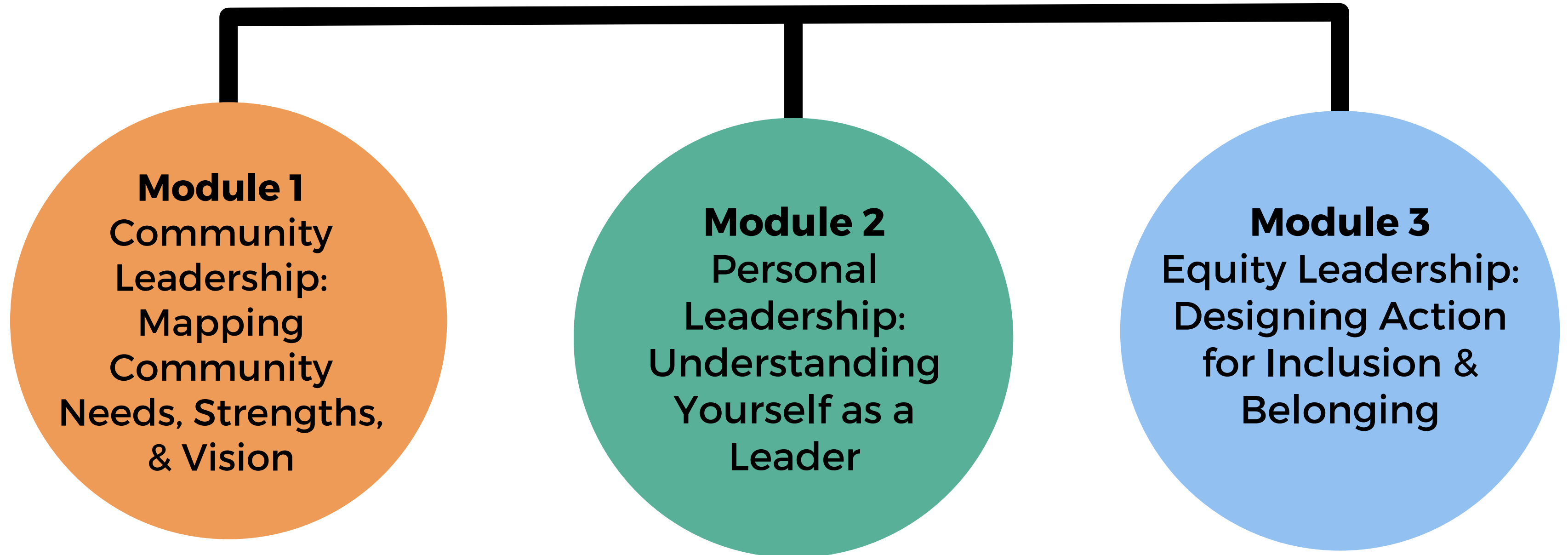
Que comprend les modules de formation du PEL ?

¿Qué está incluido en los módulos de formación ELP?

O que está incluído nos módulos de treinamento ELP?



Equity Leadership Program Modules





What is the next phase of this project?

इस परियोजना का अगला चरण क्या है?

Quelle est la prochaine phase de ce projet ?

¿Cuál es la siguiente fase de este proyecto?


Qual é a próxima fase deste projeto?



Equity Leadership Program: Next Steps




In April 2024, we at SwahiliPot Hub will pilot the ELP with the YAG in Mombasa, Kenya



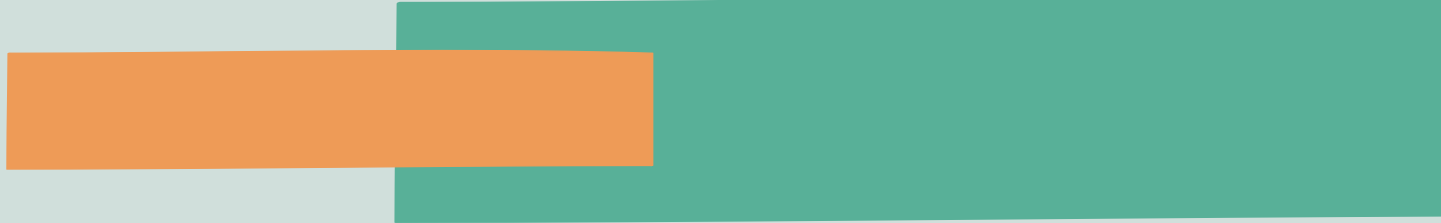
GNG will support the pilot and develop implementation guidance for other GOYN communities



In 2024 and beyond, youth facilitators will implement the Equity Leadership Program training with other opportunity youth in their communities!



Thank you!
Questions?



Module 1: Big Ideas

Community Leadership: Mapping Community Needs, Strengths, and Vision

Equity Leadership is...

- Rooted in community values
- Informed by community needs
- Leverages community assets
- Driven by a collective vision for change
- Creative and action-oriented



Module 1: Essential Questions

Community Leadership: Mapping Community Needs, Strengths, and Vision



What does our community value?



What does our community need? What problems or issues does our community face?



What assets and resources exist in our community?
What is our community's vision for change?



What actions can we take to make this change? How do we make an effective action plan and measure its success?"



Module 2: Big Ideas

Personal Leadership: Understanding Yourself as a Leader

Equity Leadership is...

- ➔ Motivated by courage and empathy
- ➔ Self-aware
- ➔ Strengths-based
- ➔ Growth-oriented
- ➔ Adaptable and flexible



Module 2: Essential Questions

Personal Leadership: Understanding Yourself as a Leader

- ➔ Where does my motivation to lead come from?
- ➔ What personal qualities and skills does an effective leader have?
- ➔ What are my strengths as a leader? How do I use these strengths?
- ➔ What skills do I still need to develop or practice? How can I do this?
- ➔ How can I adapt what skills I use to different contexts and changing circumstances?



Module 3: Big Ideas

Equity Leadership: Designing Action for Inclusion & Belonging

Equity Leadership...

- Embraces diversity and connects across difference
- Understands intersectionality
- Centers the margins and those most impacted by issues ("Nothing about us without us")
- Shares power (many lead together, and in unique ways)
- Values justice, dignity, and respect for all



Module 3: Essential Questions

Equity Leadership: Designing Action for Inclusion & Belonging

➔ What kinds of diversity exist in our community? How does this strengthen us?

➔ How do these different factors intersect to shape our lives? Who is most impacted by the main problems or issues our community faces? Who is included or left out in decision-making about these issues?

➔ How can we build and share power to change our community for the better?

➔ How can we use what we've learned in this training to create a world with justice, dignity, and respect for all?

