

GLOBAL OPPORTUNITY YOUTH NETWORK  
**Equity Leadership Program**

**PROGRAM OVERVIEW**





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Harambee Youth Employment Accelerator (eThekweni, South Africa)  
Lighthouse Communities Foundation (Pune, India)  
Swahilipot Hub (Mombasa, Kenya)  
Transforming Rural India Foundation (Barwani & Ramgarh, India)  
United Way Brasil (São Paulo, Brazil)  
YouthBuild Mexico (Mexico City, Mexico)

***July-December 2023***



## TABLE OF CONTENTS

About the Equity Leadership Program.....	3
Module Overview.....	4

### **Module 1 | Community Leadership:** ***Mapping Community Needs, Strengths, and Vision***

Big Ideas, Essential Questions, & Sample Schedule.....	5
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### **Module 2 | Personal Leadership:** ***Understanding Yourself as a Leader***

Big Ideas, Essential Questions, & Sample Schedule.....	6
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### **Module 3 | Equity Leadership:** ***Designing Action for Inclusion & Belonging***

Big Ideas, Essential Questions, & Sample Schedule.....	7
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Meet the ELP Design Team.....	8
About GOYN.....	10
About GNG & the Content Creation Lab.....	10



## ABOUT THIS PROGRAM

The Equity Leadership Program is a resource for groups of youth seeking to develop their leadership skills for building a more just and equitable world.

The Equity Leadership Program is a leadership development program created by and for global opportunity youth. The Global Opportunity Youth Network (GOYN), a global initiative for catalyzing systems shifts for youth economic opportunity, recognized the need for youth-to-youth leadership training across their global programs. In 2023, GOYN partnered with Global Nomads Group to convene youth leaders from ten communities across seven countries to collaboratively design this training program equipping youth with the skills, tools, and practices they need to enact systems-level change for youth economic mobility.

The Equity Leadership Program (ELP) is organized around fifteen **Big Ideas** and **Essential Questions** that reflect global opportunity youth's vision for equity leadership in the next generation. These ideas and questions are explored across three ELP modules: **Community Leadership**, **Personal Leadership**, and **Equity Leadership** (see p. 4). Each includes 5-10 activities for groups of opportunity youth led by one or more youth facilitators. Each module also includes a sample workshop schedule, based on a three-day training schedule, but facilitators should adapt the activities to whatever schedule works best for their group. These modules are designed to be implemented by youth facilitators (ages 15-29) with other youth in their communities to build youth capacity for systems change.



## MODULE OVERVIEW



### ***Equity Leadership is...***



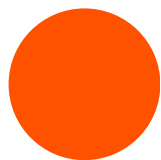
Community Leadership:  
Mapping Community Needs, Strengths, and Vision



Personal Leadership:  
Understanding Yourself as a Leader



Equity Leadership:  
Designing Action for Inclusion & Belonging



# ELP MODULE 1 | COMMUNITY LEADERSHIP

## *Mapping Community Needs, Strengths, & Vision*

### BIG IDEAS



Community Leadership is...

1. Rooted in community values
2. Informed by community needs
3. Leverages community assets
4. Driven by a collective vision for change
5. Creative and action-oriented

### ESSENTIAL QUESTIONS



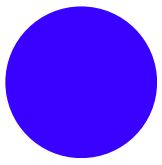
1. What does our community value?
2. What does our community need? What problems or issues does our community face?
3. What assets and resources exist in our community?
4. What is our community's vision for change?
5. What actions can we take to make this change?

### SAMPLE WORKSHOP SCHEDULE



9:00 - 9:10 am	Arrival, Welcome & Introduction	10 mins
9:10 - 11:00 am	Activities 1.1 and 1.2	1 hr 50 mins
11:00 - 11:15 am	Break	15 mins
11:15 - 12:45 pm	Activities 1.3 and 1.4	1hr 30 mins
12:45 - 1:45 pm	Lunch	1 hr
1:45 - 3:00 pm	Activities 1.5 and 1.6	1hr 15 mins
3:00 - 3:15 pm	Break	15 mins
3:15 - 4:45 pm	Activities 1.7 and 1.8	1 hr 30 mins
4:45 - 5:00 pm	Wrap Up	15 mins





## ELP MODULE 2 | PERSONAL LEADERSHIP

### *Understanding Yourself as a Leader*

#### BIG IDEAS



Personal Leadership is...

1. Motivated by courage and empathy
2. Self-aware
3. Strengths-based
4. Growth-oriented
5. Adaptable and flexible

#### ESSENTIAL QUESTIONS



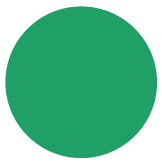
1. Where does my motivation to lead come from?
2. What personal qualities and skills does an effective leader have?
3. What are my strengths as a leader?
4. What skills do I still need to develop or practice?
5. How can I adapt what skills I use to different contexts and changing circumstances?

#### SAMPLE WORKSHOP SCHEDULE



9:00 - 9:15 am	Arrival, Welcome, Review & Introduction	15 mins
9:15 - 11:15 am	Activity 2.1 and 2.2	2 hours
11:15 - 11:30 am	Break	15 mins
11:30 - 12:30 pm	Activity 2.3	1 hour
12:30 - 1:30 pm	Lunch	1 hour
1:30 - 2:15 pm	Activity 2.4	45 mins
2:15 - 2:30 pm	Break	15 mins
2:30 - 4:30 pm	Activity 2.5	2 hours
4:30 - 4:45 pm	Final Words	15 mins
4:45 - 5:00 pm	Wrap Up	15 mins





# ELP MODULE 3 | EQUITY LEADERSHIP

## *Designing Action for Inclusion & Belonging*

### BIG IDEAS



Equity Leadership...

1. Embraces diversity and connects across difference
2. Understands intersectionality
3. Centers the margins and those most impacted by issues ("Nothing about us without us")
4. Shares power: Many lead together, and in unique ways
5. Values justice, dignity, and respect for all

### ESSENTIAL QUESTIONS



1. What kinds of diversity exist in our community? How does this strengthen us?
2. How do these different factors intersect to shape our lives? (intersectionality)
3. 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?
4. How can we build and share power to change our community for the better?
5. How can we use what we've learned in this training to create a world with justice, dignity, and respect for all?

### SAMPLE WORKSHOP SCHEDULE



9:00 - 9:15 am	Arrival, Welcome, Review, & Introduction	15 mins
9:15 - 11:00 am	Activity 3.1 and 3.2	1 hour 45 mins
11:00 - 11:15 am	Break	15 mins
11:15 - 12:30 pm	Activity 3.3	1 hour 15 mins
12:30 - 1:30 pm	Lunch	1 hour
1:30 - 2:30 pm	Activity 3.4	1 hour
2:30 - 2:45 pm	Break	15 mins
2:45 - 4:15 pm	Activity 3.5 & 3.6	1 hour 30 mins
4: 15 - 5:00 pm	Closing Celebration	45 mins







# MEET THE ELP DESIGN TEAM



Amir Villalobos Ayora  
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Ramgarh, India



Reabetsoe Nell  
eThekweni, South Africa



Scally Sanga Manga  
Mombasa, Kenya



Sebastian Cera  
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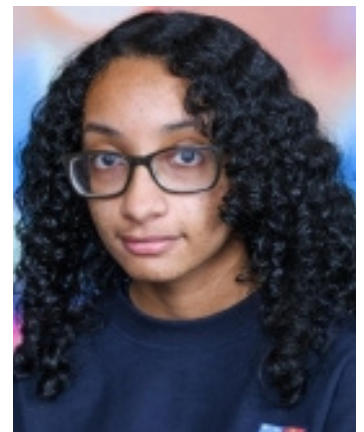
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## ABOUT GOYN

The Global Opportunity Youth Network is a multi-stakeholder initiative committed to creating place-based systems shifts for youth economic opportunity. Working with Anchor Partners situated in communities around the world, we work to create economic mobility for “Opportunity Youth” — young people aged 15-29 who are out of school, unemployed, or working in informal jobs. Our approach focuses on multi-sector collaboration and participatory solution design with an emphasis on equity, systems-level change, and amplifying the voices of youth.



## ABOUT THE GNG CONTENT CREATION LAB

For over 25 years, Global Nomads Group (GNG) has helped global youth connect across difference and difference by offering young people safe digital spaces through which to express themselves, share their stories, and connect with peers. Our courses and programs reach over 4,000 youth annually worldwide.

The GNG Content Creation Lab is a unique virtual internship for global youth. In our youth-driven design process, interns work collaboratively on multinational teams to create original learning experiences by youth, for youth about the global issues that matter most to them.

