

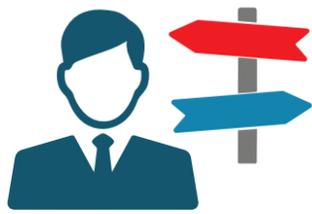
6 PRINCIPLES FOR A YOUTH-FRIENDLY CRC

“We lose far too many youth who could potentially be lifetime volunteers (or staff), simply because the leadership involved with the organization do not take our work or involvement seriously” -Survey Respondent

1 Set out clear expectations and honest limitations



Recognize participation



Support youth in decision making



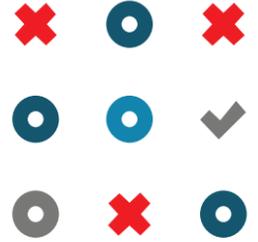
Share realistic timelines



Define responsibilities clearly



Follow up if a recommendation is not implemented



Allow for trial and error



Strategies for implementation:

Speak with your incoming youth staff. Be upfront about what schedule flexibility for breaks and hours looks like.



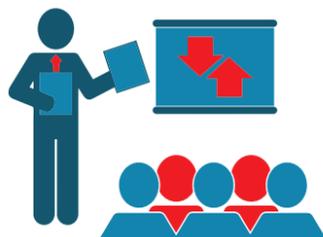
Areas of focus:

Work-life balance and flexibility

2 Encourage creativity and differences



Take the reality of youth cultures and lifestyles into account.



Prioritize anti-oppression training and tools.



Empower youth to speak out when they encounter any form of discrimination.



Celebrate different skills and experiences youth already possess.



Strategies for implementation:

Encourage youth team members to learn more about the Red Cross movement, diversity, equity, and inclusion (DEI), and reconciliation work.



Areas of focus:

Mental health and wellbeing; diversity, equity, and inclusion (DEI).

3 Make connections between generations



Recognize intergenerational partnerships in programs



Establish an atmosphere of openness within the team, a willingness to trust, take risks, try new things



Encourage and help establish formal and informal mentoring opportunities with other youth and more experienced CRC members



Strategies for implementation:

Connect youth to others in the organization
Help them to grow their network
Share information on youth-specific events



Areas of focus:

Value-based work

4 Provide mentorship and support



Allow space for co-operative relationships to occur



Encourage youth to network with peers and superiors



Offer youth advice on potential careers within the CRC.

“The needs to be a more concerted effort for young people to learn how to move forwards and grow within the organization” -Survey Respondent



Strategies for implementation:

Share ways for youth to get further involved in the organization, including volunteer opportunities and projects.
Help to educate new youth on the organization's work.
Continuously highlight the CRC's wellbeing supports and check in with youth on their wellbeing



Areas of focus:

Value-based work, mental health and wellbeing

5 Communicate openly and follow up



Strategies for implementation:

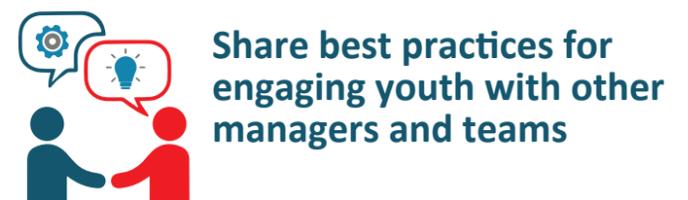
Connect with youth the same way you would in an in-person situation. Familiarize yourself with the CRC's policies for discrimination and harassment and duty to report. Remind new youth about Clearview Connects



Areas of focus:

Mental health and wellbeing; value-based work; diversity, equity, and inclusion (DEI)

6 Strengthen existing networks



Strategies for implementation:

Encourage youth to schedule work time to explore resources (i.e., Horizon courses CRC blog, CRC social media pages, IFRC and RCRC websites) Be a resource to answer any questions they may have



Areas of focus:

Value-based work; work-life balance and flexibility

At the CRC, we recognize that young people are not only the future — but rather, they are the here, the now, and the Red Crossers of today. - Amy Mapara