

Y2K Kingston Youth Strategy and Community Action Plan

*"When I'm heard
I feel valued,
I want to engage more,
I feel connected
and I feel good
inside."*

Y2K Youth CAST Member



The Students Commission, April 2013

Thanks to the Collaborative Action Steering Team (CAST) Members

The development of the Y2K Kingston Youth Strategy took shape and was executed by a group of dedicated CAST volunteers. The CAST included youth 12 – 17, young adults 18 – 24, and adult allies from the community including those representing organizations and government. The CAST is facilitated as a fluid group; people come and go as they can, attending meetings and special events that coordinate with their schedules. Some meetings can have 10 – 12 people attend while others have almost 30. A BIG thanks to the CAST members who helped turn the idea of Youth To Kingston into the Y2K Kingston Youth Strategy:

Matt, Troy, Nils, Lisa, Dave, Kaitlyn, Kim, Danielle, Chris, Nytaiya, Matt, Dakota, Shyanne, Curtis, Lyn, Erin, Rachel, Matt, Lynda, Annalee, Annabelle, Jenny, Matthew, Kim, Ines, JoJo, Tracy, Luke, Maddy, Lorenzo, Lana, Lydia, Mariah, Denis, Elizabeth, Rodger, Kathryn, Vanessa, Tanea, Dale, Sabrina, Carissa, Lucy, Jonathon, Jennifer, Eve, Christine, Anthony, Bryn, Greg, Kaylin, Kristine, Ryme

Written by the Students Commission of Canada

The Students Commission was founded in 1991 with a mission to help young people put their ideas for improving themselves, their communities and their world into action. In the year 2000, The Students Commission became the lead of The Centre of Excellence for Youth Engagement, which networks academics, youth organizations and young people together to provide research and training to improve youth programs and youth engagement in Canada. An independent, charitable, non-governmental organization, The Students Commission is active across Canada, supporting young people to participate in the activities of local, provincial, national and international organizations and governments. The Students Commission has supported the development of municipal youth strategies for several other communities including, Dryden ON, Mississauga ON, and Halton Hills, ON. It has also supported youth governance strategies and program development for organizations such as YMCA Canada, Girl Guides Canada and the Kids Help Phone.

This strategy would not have been possible without the generous support of the Ontario Ministry of Tourism, Culture and Sport, The United Way of Kingston, Frontenac, Lennox and Addington, and the City of Kingston. Thank you!

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Introduction

Y2K Kingston began with a strength-based community desire to be two things: youth friendly and inclusive. Youth friendly is a community

“that actively supports and provides opportunities for the growth and development of youth...through play. Play is any non-school activity that has elements of choice, leads to satisfaction, and encourages progressive learning and enjoyment. Activities can include – but are not limited to – recreation, sport, leisure, arts, drama, dance, civic engagement, youth activism, volunteerism, social clubs and youth leadership.”(Play Works)

Inclusive is a community that promotes diversity and acceptance, and provides inclusive programs and services for all young people. (*City of Kingston, Council Resolution, Nov 15, 2011*)

The process that has generated this strategy has exemplified both these principles. The work has been collaborative, involving a series of meetings and events, hosted by committed organizations from across the city and City staff. A group of volunteers from various organizations, calling themselves the Youth Adult Partnership Team (YAPT), has overseen the overall development of the strategy, facilitated by The Students Commission, lead of The Centre of Excellence for Youth Engagement. A smaller group, called the Collaborative Action Steering Team (CAST), has met more than 32 times and done the work of surveying, consulting, and drafting the strategy through a series of events and community outreach. During the past year they have engaged approximately 700 young people, 100 adults and more than 40 organizations in order to create two background research documents and then the strategy. The final collaborative work

has involved engaging community leaders to review and refine the recommendations of the strategy into actionable steps, indicating the support they could provide support during implementation.

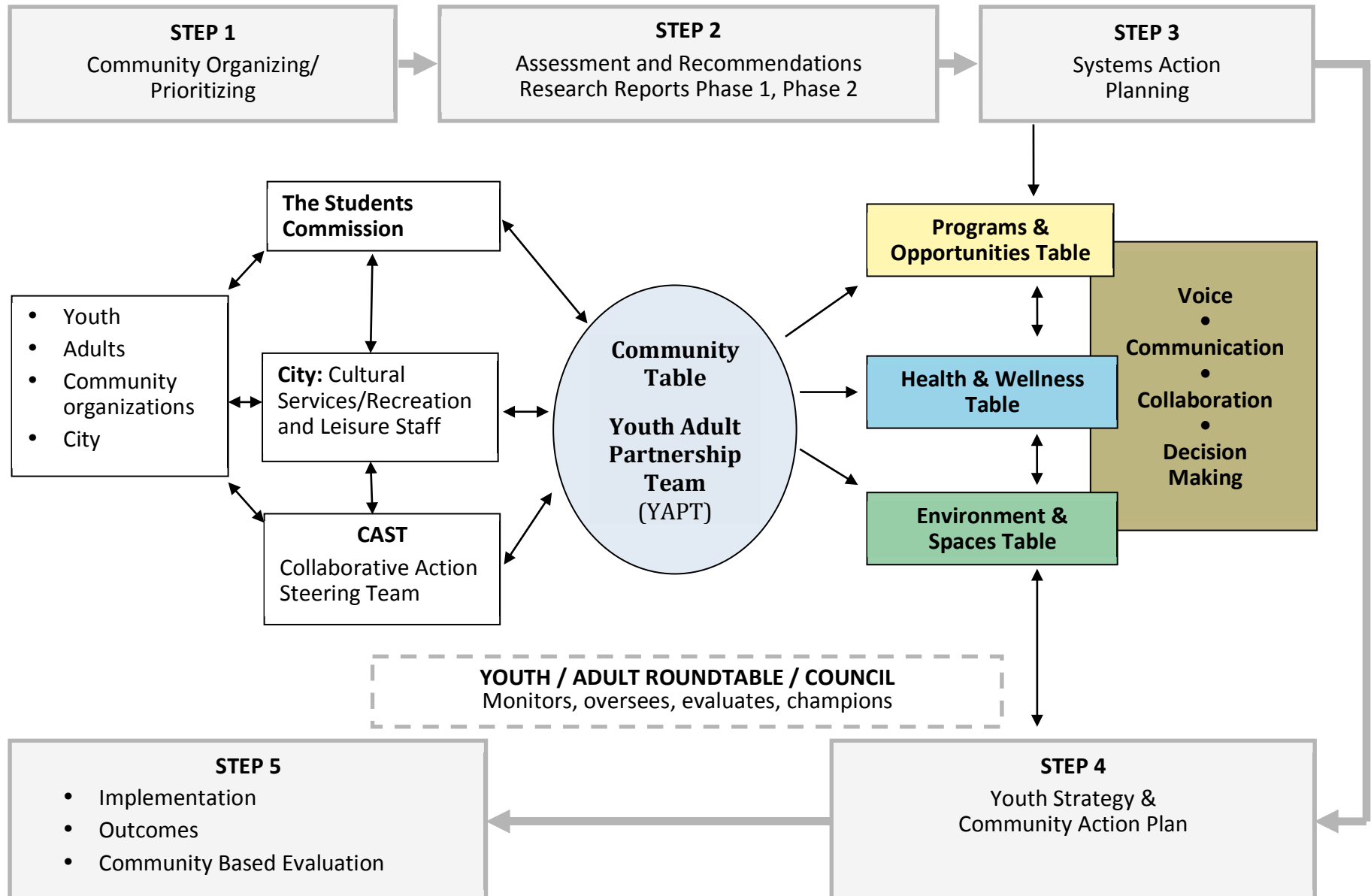
There are issues to be addressed. According to Canadian Census data, approximately 25.8%¹ of Kingston’s youth are in households living in poverty and Kingston youth scored higher than the provincial average in terms of crime rate, suicide and teenage pregnancy. Youth in Kingston have identified gaps in programming, housing, and mental health services. The initiative began when the City of Kingston’s Parks and Recreation Master Plan May 2010 recommended the pursuit of a Youth Friendly City designation from the Province of Ontario. After 15-year-old Jamie Hubley committed suicide in October 2011, due to extreme bullying and relentless teasing about being gay, Kingston community members appeared before City Council and shared their thoughts about the death of Jamie and others like him. The merging of City and community interests received the go-ahead when on November 15th, 2011 Council passed a motion to support the development of a youth strategy that promotes diversity and tolerance and that provides inclusive programs and services for all young people.

THEREFORE BE IT RESOLVED THAT the Council for the Corporation of the City of Kingston supports the development of a youth strategy that promotes diversity and tolerance and that provides inclusive programs and services for all young people.

CARRIED UNANIMOUSLY

¹ 2006 Canada Census data

KINGSTON YOUTH STRATEGY PLANNING PROCESS



Y2K KINGSTON YOUTH STRATEGY EXECUTIVE SUMMARY

Consultation

More than 700 youth, 100 adults and 40 organizations have been consulted to create this strategy. Their input was gathered through focus groups, events, surveys, in-depth discussions, and forums. Two research reports, one a survey of schools and community organizations regarding their programs, and the second gathering youth input on their needs, have informed the process. The CAST and the YAPT oversaw the generation and refinement of recommendations arising from the research, including a day-long review and commitment to action from key community stakeholders.

- 18 separate organizations committed to taking action on the strategy recommendations
- These organizations outlined 95 separate actions they could do to implement recommendations
- 38 of these actions were already in progress, 24 had full organization commitment, and 29 needed further consultation.

Y2K Principles

Through the consultation process, the following guiding principles emerged for all actions related to implementing the strategy. These principles are the foundation of the Kingston Youth Strategy and represent the collective community values.

In Y2K's vision of a youth friendly community: *

1. Young people are involved in decision-making
2. Youth and adults communicate and collaborate on community issues

3. Neighborhoods, communities and organizations across the city are connected
4. Young people have opportunities for personal growth and employment
5. Programs and services are accessible to, and inclusive of, all young people
6. All young people have their basic needs met
7. The community has strong health and wellness services
8. Young people are able to hang out in safe and inclusive spaces and environments

The Strategic Priorities

In order to achieve the principles, five key strategic priorities for action are identified, with recommendations for achieving the priority, as well as concrete next steps.

1. Infrastructure and processes to foster youth inclusion and increased positive interactions between youth and adults
2. Increased communication, synergy, collaborative action among all stakeholders
3. Accessibility and equity for youth of all ages (transportation, cost, services, programs, employment)
4. Increased awareness, use and leveraging of existing resources
5. Flexible, dynamic, targeted addressing of gaps when, and as, youth identify them

KINGSTON YOUTH STRATEGY

SUMMARY OF THE RECOMMENDATIONS

Strategic Priorities

1. Infrastructure and processes to foster youth inclusion and increased positive interactions between youth and adults
2. Increased communication, synergy, collaborative action among all stakeholders
3. Accessibility and equity for youth of all ages (transportation, cost, services, programs, employment)
4. Increased awareness, use and leveraging of existing resources
5. Flexible, dynamic, targeted addressing of gaps when, and as, youth identify them



Voice • Communication • Collaboration • Decision Making *Recommendations for Action*

Actively engage youth in decision-making and program development at all levels.

Foster collaboration and partnership between community organizations.



Programs and Opportunities *Recommendations for Action*

Provide programming that meets the needs and interests of youth (arts, physical activity)

Ensure all programs are accessible to all youth (cost, transportation, accessibility, culture)

Enhance personal and professional development opportunities for young people and increase graduate retention.

Enhance awareness of programs and opportunities and establish a centralized channel of communication.



Health and Wellness *Recommendations for Action*

Address the gap young people identify in mental health and addictions services.

Support youth with rules, regulations and voice when it comes to their health and wellness.

Address the stigma associated with language used to talk about mental health issues.

Improve access to housing for marginalized youth.

Expand access to healthy food/nutrition programs.

Improve access to affordable physical activity.

Improve program accessibility for young people with special needs.



Environment & Spaces *Recommendations for Action*

Increase the number of free youth-friendly hangouts within the city.

Establish partnership between Kingston Transit and Y2K in order to improve young people's access to transit services.

Support community collaboration with Kingston Police to improve safety for young people.

Improve relationships between Kingston City Police and young people.

Strategic Priorities and Areas for Action

The following charts summarize the key action items involved with implementing the strategy recommendations. These recommendations and actions items each support one of the 5 strategic priorities. More details about the action items and the allocation of resources are included in the Community Action Plan. Action items with an asterisk* are repetitive and thus represent how consolidated efforts can achieve multiple recommendations.

Priority 1: Infrastructure and processes to foster youth inclusion and increased positive interactions between youth and adults			
RECOMMENDATIONS	ACTION ITEMS	COM	CITY
1) Actively engage youth in decision making and program development at all levels	A. Establish municipal youth advisory mechanisms B. Create youth feedback mechanisms (Facebook, polls, council rep) C. Enhance youth governance in community organizations D. Continue YAPT and CAST to assist with implementing strategy*	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
2) Enhance personal and professional development opportunities for young people and increase graduate retention	A. Youth-driven trainings, evaluation and program development* B. Mentorship and internship programs C. Provide young professional positions D. Create employers guide for hiring/coaching youth employees E. Submit all volunteer opportunities to the United Way database F. Business programming and start up grants for young entrepreneurs	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓
3) Support youth with rules, regulations and voice when it comes to their health and wellness.	A. Youth engagement on health and wellness advisory committees* B. Youth engagement in health policy design, implementation and evaluation* C. Evaluation tools to measure organizational readiness re: youth engagement*	✓ ✓ ✓	✓ ✓ ✓
4) Improve relationships between Kingston City Police and young people.	A. Integrated police and youth programs B. Youth-led youth engagement/adult ally workshops for police officers	✓ ✓	✓ ✓
Priority 2: Increased communication, synergy, collaborative action among all stakeholders			
RECOMMENDATIONS	ACTION ITEMS	COM	CITY
5) Foster collaboration and partnership between community organizations	A. Continue YAPT and CAST to assist with implementing strategy* B. Send council reps to YAPT and CAST meetings C. Dedicated staff time participation in YAPT/CAST*	✓ ✓ ✓	✓ ✓ ✓
6) Support community collaboration with Kingston Police to improve safety for young people.	A. Conduct further research re: safety and crime reports B. Create a “youth friendly” crime reporting mechanism C. Continue YAPT and CAST to collaborate on community safety issues* D. Consolidate community efforts around bullying, racism and discrimination (YAPT/CAST)*	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

Priority 3: Accessibility and equity for youth of all ages (transportation, cost, services, programs, employment)			
RECOMMENDATIONS	ACTION ITEMS	COM	CITY
7) Ensure all programs are accessible to all youth (cost, transportation, accessibility, culture)	A. Cross-agency collaboration and resource sharing (YAPT and CAST)* B. Trainings and resources for effective youth programming* C. Definition of youth (ie. discounts...) that includes non-students D. Youth shuttle for travel between agency events/programs E. Expand subsidized spaces and programs F. Apply for Youth-Friendly designation from Play Works	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓
8) Address the stigma associated with language used to talk about mental health issues.	A. Youth input on mental health promotion and recruitment language	✓	
9) Improve access to housing for marginalized youth.	A. Youth engagement in housing programs/strategies	✓	✓
10) Expand access to healthy food/nutrition programs.	A. Engage young people in the Kingston Food Council. B. Expand community gardens. C. Outreach strategy to improve food access for marginalized youth D. Support healthy eating initiatives and education programs	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
11) Improve access to affordable physical activity.	A. Continued funding from Ministry of Tourism, Culture, and Sport	✓	✓
12) Improve program accessibility for young people with special needs.	A. Capacity building for organizations to enhance accessibility B. Continue YAPT and CAST to facilitate cross-agency initiatives*.	✓ ✓	 ✓
13) Establish partnership between Kingston Transit and Y2K in order to improve young people's access to transit services.	A. Present Y2K findings and recommendations to Kingston Transit B. Engage youth as educated transit users in city planning C. Review the "active transportation" plan from KCAT D. Develop bike-lane strategy in consultation with young people E. Offer support for Yellow Bike Action F. Explore subsidized transit opportunities G. Promote and educate young people on transit plan and transit use H. Continue/expand the free Grade 9 bus pass	✓ ✓	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓
Priority 4: Increased awareness, use and leveraging of existing resources			
RECOMMENDATIONS	ACTION ITEMS	COM	CITY
14) Enhance awareness of programs and opportunities and establish a centralized channel of communication.	A. Continue YAPT and CAST B. Develop a "Youth Portal" of programs, opportunities and services	✓ ✓	✓ ✓

Priority 5: Flexible, dynamic, targeted addressing of gaps when, and as, youth identify them.			
RECOMMENDATIONS	ACTION ITEMS	COM	CITY
15) Provide programming that meets the needs and interests of youth (arts, physical activity)	A. Inventory of programs/opportunities to confirm gaps, consolidate overlap, populate Youth Portal	✓	✓
	B. Develop trainings and resources for effective youth programming*	✓	
	C. Youth-driven trainings, evaluation and program development*	✓	
16) Address the gap young people identify in mental health and addictions services.	A. Youth engagement in health and wellness committees, policies and program development*	✓	✓
	B. Continue YAPT and CAST*	✓	✓
	C. Dedicate staff time for participation in YAPT/CAST*	✓	✓
	D. Evaluation tools to measure organizational readiness re: youth engagement *	✓	
17) Increase the number of free youth-friendly hangouts within the city.	A. Connect new and existing youth hangouts to programs and services	✓	✓
	B. GIS Mapping of hangouts for Youth Portal		✓
	C. Youth engagement in the redevelopment of Wally Elmer Youth Centre	✓	✓





Background

In late 2011 the City of Kingston Cultural Services were actively developing a Youth Arts Plan and Strategy. They launched an online survey 'Mapping Arts, Culture and Recreation Participation by Youth in City-owned and Community-based Facilities', and partnered with The City of Kingston's Recreation and Leisure Services Department to host an initial meeting of local youth organizations, health organizations, educators and community groups. This initial meeting on December 8th, 2011 allowed for dialogue to take place regarding what a youth led strategy could look like in Kingston and set the stage for young people to become actively involved of planning the next stages.

Kick-started by the City and supported by local organizations a planning team made up of youth, young adults, the City and community organizations was formed and met throughout December and early January to determine how to move forward. This group organized an event on January 18th 2012 to develop greater interest in the strategy and recruit more young people to be involved in the process. The Students Commission of Canada volunteered to support the facilitation of the day, along with youth and young adult facilitators from the community.

Youth engagement was enhanced through active recruitment, free transportation, food, and entertainment. Young people were given the same information provided to the adults in November and asked to participate in small group discussions about what developing a youth strategy could look like. With more than 80 people registered for the first youth meeting it was very successful.

At that point more than 100 youth and adults had committed to being involved with the development of a Kingston youth strategy.

After receiving funding from the United Way serving KFL&A and the Healthy Communities Fund of the Ministry of Culture, Tourism and Sport, the City hired the Students Commission of Canada, one of the community partners of the project, to support the ongoing facilitation of the strategy development.



The Students Commission was founded in 1991 with a mission to help young people put their ideas for improving themselves, their communities and their world into action. In the year 2000, The Students Commission became the lead of The Centre of Excellence for Youth Engagement, which brings academics,

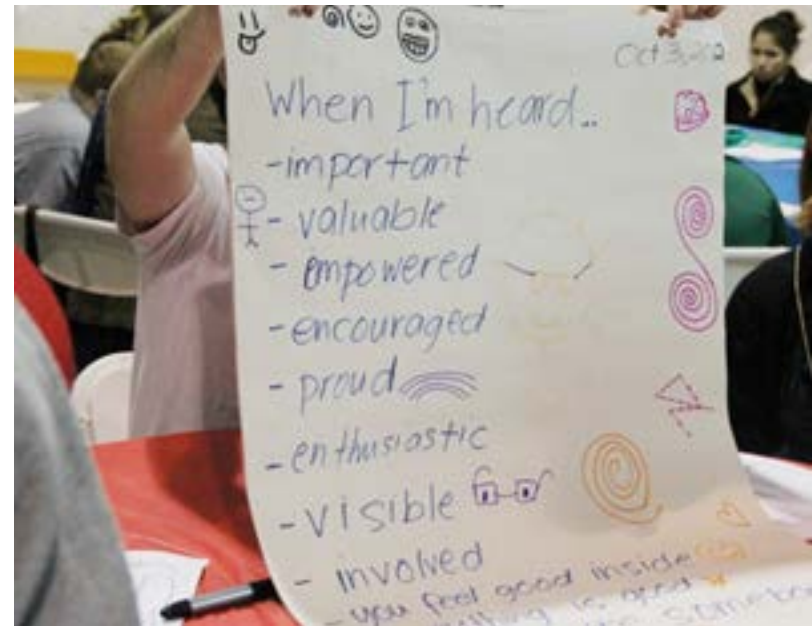
youth organizations and young people together to provide research and training that will improve youth programs and youth engagement in Canada. The Students Commission has supported the development of municipal youth strategies for several other communities including, Dryden ON, Mississauga ON, and Halton Hills, ON.

The Creation of the YAPT and CAST

On February 16th 2012 a 'Pie Potluck' was thrown and youth and adults from the previous meetings came together to determine next steps for the strategy development process. The Youth Adult Partnership Team (YAPT) was created as an over arching group to provide support, guidance and direction to the development process. Recognizing that the group (of approximately 100) would be too large to be a working body, they decided to meet sporadically throughout the development process to provide feedback, share ideas and stay up-to-date with what was happening with the strategy.



It was suggested that a smaller working group of interested YAPT member be created to take on a more active role in the strategy development. This group was formed at a subsequent meeting of 17 youth and adults, who named themselves the Collaborative Action Steering Team (CAST). The group also settled on a name for the project: Y2K (Youth to Kingston), and Y2K 2012: A Kingston Youth Strategy was born.



Facilitated by the Students Commission and supported by various members the group, the CAST met 32 over the past year. Membership included adult representatives from community organizations and the City, as well as young adults and youth. To support the engagement of younger members snacks, community building activities and assisted transportation to and from the meetings was provided. Above all, the CAST drove the project forward is responsible for the success of this strategy.

CAST Testimonials

"Being involved in Y2K has developed me in many more ways than expected. I have learned more about my city and opportunities it provides, gained relationships and made connections with other organizations within the city. Y2K is so much more than a campaign, it is a community network working with a collective goal to engage and support youth. It helps create a youth friendly city by giving youth a voice and connecting and building relationships between different local organizations. I am so thankful that I have had the privilege to work with the amazing group of people and be part of the positive change the Y2K 2012 Youth Strategy will bring to Kingston."

16 Year Old CAST Member

"Being involved in the CAST of Y2K has been a fantastic experience. Connecting with so many youth, young adults, adults, and community groups has really energized me and reaffirmed my commitment in supporting authentic youth engagement opportunities in the health promotion work we do at KFL&A Public Health. I've seen the amazing things that can be accomplished when a whole community is engaged and I'm excited to see the good things that come from the work of the Kingston Youth Strategy."

CAST Member KFL&A Public Health



"Being involved in the CAST of Y2K has totally changed my life. Y2K has made me feel how important

I am as well as every individual in this world. It is a place where everyone is welcomed and loved. I have been part of Y2K since February and I have learned and experienced so many things. One of that is to BE HEARD - the feeling of being heard makes me feel important and that I matter. Another experience that I had in Y2K is the youth forum. I am really happy and impressed that there are adults in my community who are willing to listen and hear our (youth's) opinions. Y2K is such a wonderful place where everyone is welcome. Each individual in the CAST of Y2K has inspired me so much by their different life stories. The CAST of Y2K is not only a place where we talk about the issues of the youth. It is a place where we build the dreams of every teenagers here in Kingston."

18 Year Old CAST Member

Y2K 2012 Achievements

November 2011

- Initial Organizational Meeting at Grand Theatre

January 2012

- Initial Youth Meeting at Grand Theatre

February 2012

- 1st Youth/Adult Meeting: The Birth of the Youth Adult Partnership Team (YAPT) at Library, an overarching collaborative of 40 plus organizations and youth committed to assisting the drafting of the strategy.

March 2012

- The Birth of CAST, the Collaborative Action Steering Team, youth and adults who would meet regularly to do the work and report to YAPT. Regular Meetings at various locations.

April 2012

- City of Kingston Youth Strategy Phase 1 Research report completed
- Adult Allies Training hosted at Boys and Girls Club
- Working Groups Formed: Communication, Listening To Youth
- Initial 5 Research Questions for Phase 2, Themes Developed

May 2012

- Youth Week Activities

June 2012

- Draft Surveys Developed by CAST
- March In Support of Victims of Bullying

July 2012:

- YAPT Meeting at City Hall – Feedback on Survey's
- Summer student hired to support project and work at City Hall
- Surveys tested throughout city by CAST

August 2012:

- Mini-YAPT Meeting to review analysis of draft tools
- Community BBQ at Wally Elmer Youth Centre

- B:Inspired Lunch with youth speaker Wes Prankard at Library
- With Modern Fuel produces Y2K 2012 PSA
- Surveys finalized and begin final collection

September 2012

- City of Kingston supports employment for two youth positions
- Kingston Youth Forum Planning Working Group formed
- Continued CAST participation at local events

October 2012

- Kingston Youth Forum at the Wally Elmer Youth Centre includes full day YAPT meeting
- Young Adults Participate in National Youth Gathering in Ottawa
- Ongoing consultation with youth by CAST in schools, local events

November 2012:

- Focus Groups hosted by Y2K youth staff
- Youth and young adult members attend provincial youth conference, Shaking the Movers, on mental health and the United Nations Convention on the Rights of the Child
- Y2K 2012 welcomes youth from Kitchenuhmaykoosib Inninuwug First Nation officially on behalf of Kingston young people
- Y2K 2012 and Grand Theatre host a play, Out in the Open, to talk about bullying/homophobia in Kingston

December 2012

- Y2K 2012 Strategy Writing Session, draft ready for circulation for comments and feedback

January 2012

- Key Decision Makers Day-Long Review and Refinement of Recommendations

March 2013

- Final On-line Strategy Review

Data Sources

Over the past year, approximately 700 young people, 160 adults, and over 40 organizations have given input and gathered information to create a Youth Strategy for the community of Kingston. There are several sources of information that were used as a basis for the strategy recommendations.

1) Initial youth strategy report: Phase I research:

The City of Kingston commissioned a research report to provide an inventory of city-wide youth programming currently offered both in and outside of school to youth aged 13-24 years old. This report, "City of Kingston Youth Strategy Phase 1 Research"(2012) provides summarized findings of a survey and an environmental scan to gather information about existing programs that serve youth between the ages of 13-24 .The online survey was filled out by staff at 40 public schools in the City of Kingston and 57 organizations within Kingston city limits.

2) Short paper survey:

Youth and adult members of the Collaborative Action Steering Team (CAST) developed and promoted a short paper survey. Pilot data was collected in July and August of 2012, and the final short survey data was collected between Aug. 28-Oct. 19 at various community events, programs, high schools, colleges and organizations. A total of 450 youth and young adults (12-24) filled out this survey.

3) Long online survey:

Youth and adult members of the CAST promoted an online survey using flyers, social media, websites, posters, e-mails, events and an online contest to win an iPad. Pilot data was

collected in July and August of 2012, and after refining the survey it was reopened between Aug. 28 – Oct. 19th. A total of 191 youth and young adults (12-24) filled out this survey.

4) Focus groups:

Three focus groups with youth and young adults were held in the fall of 2012 with: 1) Queens students, 2) The New Mentality group (part of Pathways for Children and Youth), 3) Immigrant Services for Kingston and Area youth group. They were facilitated by CAST members and in the case of the New Mentality group, the focus group was self-facilitated. A total of 41 youth and young adults (12-24) participated in focus groups.

5) Kingston Youth Forum notes:

In November of 2012, a city-wide Youth Forum was held to gather input on the Kingston Youth Strategy. The notes from this 2-day event were analyzed for key themes and recommendations. A total of 30 youth, 20 young adults and 36 adults participated in the Forum.

6) CAST and YAPT Meetings

The Collaborative Action Steering Team (CAST) which has been the key planning body for the Youth Strategy met 32 times over the past year. These meetings have in part been an opportunity to refine and give input on the strategy documents and developments. Individuals devoted over 650 hours to CAST meetings. Approximately 6 youth, 4 young adults and 7 adults participate in regular CAST meetings.

7) CAST Draft Strategy Writing Session

In December of 2012, a group of youth and adult CAST members met to review the research results that had been compiled by the Students Commission. Based on the research

findings, they began drafting recommendations to address the community gaps and needs. 6 youth, 2 young adults, 8 adults and 4 facilitators participated in this 2-day event.

8) Decision-Makers Focus Group

In January of 2013, key community decision-makers were brought together to review and give input on the research and recommendations that had been generated to date. They also discussed what actions their representative organizations could commit to in order to support the strategy's implantation. 43 adults and 3 youth attended this event. 19 community organizations and 7 different City departments were represented.



Research Process and Methodology

Young people were engaged in all aspects of the research, including helping to design survey questions, gathering input, running focus groups and assisting to code the data received.

After all the surveys were closed and notes collected from the focus groups and events, the Students Commission began compiling and analyzing the amazing amount of data that had been collected. Engaging youth and young adults involved in the Y2K project, as well as high school co-op students and volunteers at the Students Commission, the data was compiled and coded in order to review, develop and refine recommendations for the Strategy.

Since much of the data collected was qualitative (open written responses) significant time was spent coding the responses. The coding process involves reading all the responses, identifying themes, and then counting the number of mentions that each theme received. Once the coding was finished, all the researchers discussed observations and questions that had arisen from the process helping to analyze the information and identify overall themes. This information was then compiled into a presentation and research summary for the CAST.

In December 2012, 20 members of the CAST gathered to review the research data and discuss the information and recommendations that had emerged. They spent 2 days refining the recommendations and identifying potential actions items for the city, organizations and community members to take on. The research phases identified four major themes that form the framework for the strategy:

- 1) Voice, Communication, Collaboration and Decision Making
- 2) Programs and Opportunities
- 3) Health and Wellness
- 4) Environment and Spaces

Recommendations and actions items related to these themes were reviewed and refined by approximately 45 key community decision makers at a January 2013 Focus Group. The first three themes Programs and Opportunities, Health and Wellness, and Environments and Spaces became three “Action Tables” at the event tasked with organizing recommendations and action items. Each table was co-chaired by an adult and youth from the community who had expertise in the area and demonstrated commitment to championing the strategy during implantation phase. The fourth theme, Voice, Communication and Decision-making, was recognized as the central core element, overlapping all three Tables. Each table was asked to incorporate this theme into their recommendations and actions. As such, all three Action Tables have recommended that the CAST, supported by YAPT, continue as the co-ordinator of the Community Action Plan, with specific responsibilities for ensuring that recommendations for youth voice, communication and youth involvement in decision-making are implemented.

Following the January event, the Students Commission has worked to synthesize the all of this information into the final strategy and Community Action Plan.



"Youth and adults connected,
worked well together, listened to each other,
and worked together toward solutions."

YAPT Adult Member

COMMUNITY ACTION PLAN INTRODUCTION

This strategy is presented with recommendations and action items. The charts presented in the Executive Summary are organized by the 5 Strategic Priorities and the action items for implementation have been simplified. The charts included in the Community Action Plan have considerably more detail about the action items and the resources requirements that will be needed to implement each recommendation. The Action Plan is organized according to the 4 research areas:

- 1) Voice, Communication, Collaboration and Decision Making
- 2) Programs and Opportunities
- 3) Environment and Spaces
- 4) Health and Wellness

Significant data was collected in each research area which informed the development of the recommendations. The recommendations and actions are synergistic and mutually reinforcing. In other words, many of them can be achieved through intentional collaborative efforts within the same area of activity and shared use of staff and resources. For example, the creation of the Youth Portal will assist in achieving recommendations in all five strategic priority areas and all four research themes. It may seem like duplication in the Community Action Plan to repeat an action item, such as “continue the YAPT/CAST”; however, this repetition emerged very clearly throughout the strategy development process, from many discrete and separate voices. The repetition, therefore, is true to the voice of those who wrote the strategy and clearly illustrates the efficiencies and actions that can be achieved through a small number of strategic investments.



*“I feel this is a good start for something better for the future.”
YAPT Adult Member*

“Youth in Kingston and all over want to be able to communicate with adults. Youth WANT to be the change and make Kingston better.” Young Adult CAST Member

Voice, Communication, Collaboration & Decision Making

Young people have the right to have their voice heard. Under the UN Convention on the Rights of the Child, which Canada ratified in 1991, young people must be included in the decisions that affect them. Youth have the right to be heard to inform policies, programs and decisions that impact their lives.

When young people are meaningfully engaged, they report having higher self-esteem, they show greater commitment to their relationships and community, and they demonstrate increased capacity.² In addition to positive health outcomes and a decrease in negative risky behaviours, youth involvement in decision-making results in creating effective improvements in the community³. As emphasized in the Public Health Agency of Canada 2011 report, “Positive mental health outcomes are associated with environments that are supportive, and with good communication with adults and peers in those environments.”⁴

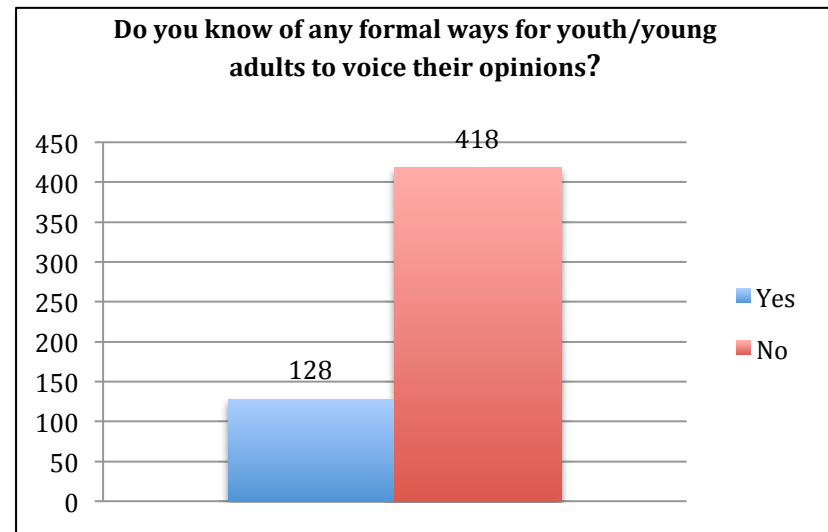
² Heartwood Centre for Community Youth Development . (n.d.). *Youth Participation in Governance: creating youth friendly communities*. Retrieved 12 05, 2012, from Heartwood Centre for Community Youth Development : <http://www.heartwood.ns.ca/ourresources.html>

³ Zeldin, S., McDaniel, A., Topitzes, D., & Calvert, M. (2000). *Youth in decision-making: A study on the impacts of youth on adults and organizations*. Madison, WI: National 4-H Council, University of Wisconsin-Madison.

⁴ John G. Freeman et al. (2011). *The health of Canada's young people: a mental health focus*. The Public Health Agency of Canada. Ottawa: her Majesty the Queen in Right of Canada. p.xi

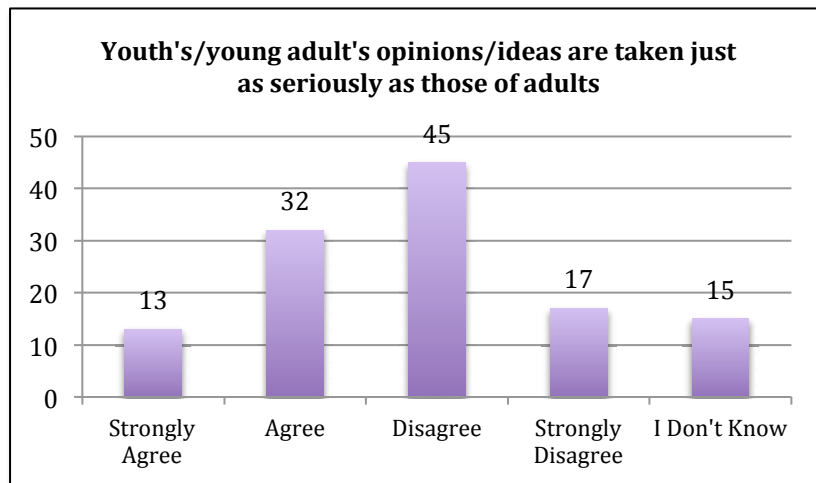
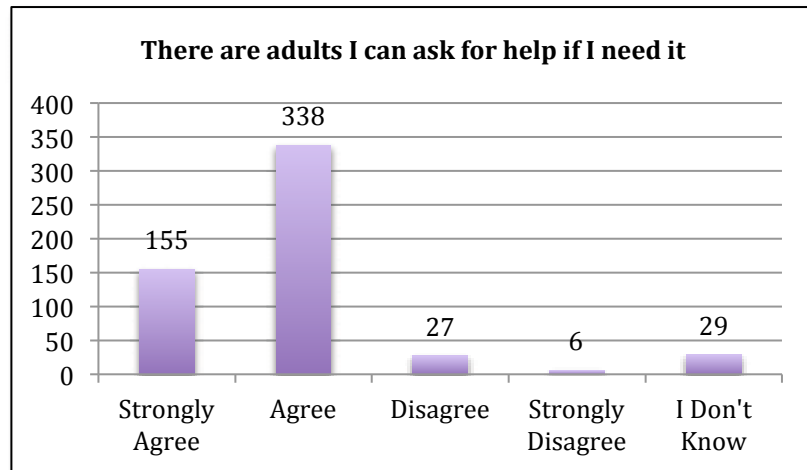
Youth feel helped, but not heard

According to the research conducted by the Y2K project, young people in Kingston feel helped, but not heard. While most youth/young adults responded that there were adults in their lives they could turn to if they needed support, significantly fewer felt respected, listened to or taken seriously. 44% of young people disagreed or strongly disagreed with the statement “adults listen to the things youth/young adults have to say.” At the same time, 77% said they were not aware of any formal ways for youth to voice their opinions or collaborate with adults⁵.



⁵ Note about the survey data and graphs in the report: The graphs represent total number of respondents (not percentages). As you will see, the number of people that responded to each question varies significantly for questions that were included in one version of the survey but not the other.

When asked how to make Kingston a more youth friendly place, the 2nd most common answer was about improved communication and relationships between youth and adults.



For further research data related to this theme, please see the Phase 2 Research Report in the Appendix

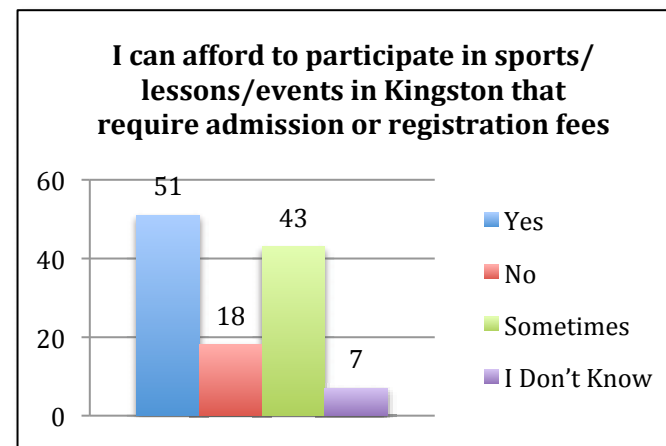
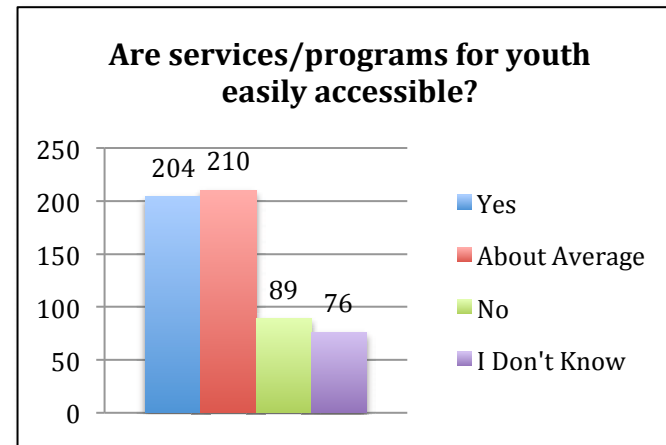
VOICE, COMMUNICATION, COLLABORATION & DECISION MAKING

VOICE, COMMUNICATION, COLLABORATION & DECISION MAKING		6 MONTHS				6-12 MONTHS				1-2 YEARS				2-3 YEARS				START UP STAFF HRS				START UP RESOURCES				ONGOING STAFF HRS				ONGOING RESOURCES				START UP STAFF HRS				START UP RESOURCES				ONGOING STAFF HRS				ONGOING RESOURCES			
ACTION ITEMS		MEASURES		TIME LINE				RESOURCE ALLOCATION: CITY				RESOURCE ALLOCATION: ORGANIZATIONS																																					
Recommendation: Actively engage youth in decision making and program development at all levels.																																																	
A: Establish municipal youth advisory mechanisms		1)Advisory Model Accepted 2) Meetings underway 3)Model in full place in 3 years		•				•	40	400\$	12/m	\$2K/y																																					
B. Create youth feedback mechanisms (Facebook, polls, council rep, Youth Portal)		1) Facebook Y2K group live now 2) Track City/Org use/Youth feedback on Facebook, Portal 3) Youth Portal created				•			40/m	\$30K	40/m			20 per org															4/m per org																				
C. Enhance youth governance in community organizations		0-12 months aim 10% increase (advisory committees etc). In 3 years 60% increase.						•																						5-20/m per org			\$250/m																
D. Continue YAPT and CAST to assist with implementing strategy.		YAPT/CAST set, oversee evaluation/monitoring of strategy. Set targets, track.		•							12/m	\$12K/y	6/m (5-6 org)																																				
Recommendation: Foster collaboration and partnership between community organizations.																																																	
A. Continue YAPT and CAST to assist with implementing strategy.		60% increase in # of collaborations. Track quality of interactions, results.		•	•	•	•																																										
B. Send Council rep to YAPT and CAST meetings.		# and quality of interactions, results			•																																												
C. Dedicate staff time for participation in YAPT/CAST.		# of hours, quality of results stays consistent over 3 years.		•	•	•	•																																										

Programs and Opportunities

Young people should have access to programs and services that support their positive youth development. When young people are engaged and supported in their community, they are less likely to participate in risk-associated activities, and more likely to develop positive relationships and skills⁶. Unfortunately many opportunities for young people are limited by cost, transportation, location, program availability, and unsuccessful promotion. Although many young people in Kingston are able to participate in programming on a regular basis, around 50% either cannot afford, or can only “sometimes” afford to participate in programming or events that have registration fees. At the same time, close to 77% of young people are unaware of groups to help them pay for activities if they cannot afford them. This result is consistent with the 2012 Youth Strategy Report commissioned by the City of Kingston, which identified a “lack of information and consistency with financial subsidy structures.”⁷

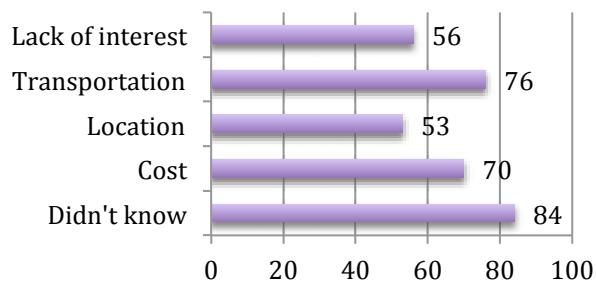
In general, young people in Kingston want more opportunities to get involved with their community and develop new skills. The top three opportunities of interest identified by youth/young adult respondents were employment services, music activities, and educational support services.



⁶ Centre of Excellence for Youth Engagement. (2003). *Youth engagement and health outcomes: Is there a link?* Toronto, Ontario: Centre of Excellence for Youth Engagement.

⁷ Taylor, C., & Brook, D. (2012). *Youth Strategy Report: Phase 1 Research*. Kingston: City of Kingston.p.5

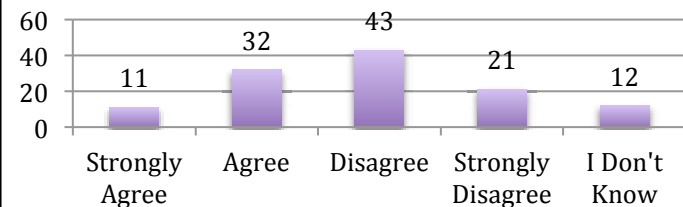
What are the barriers or reasons you did not participate in programs?



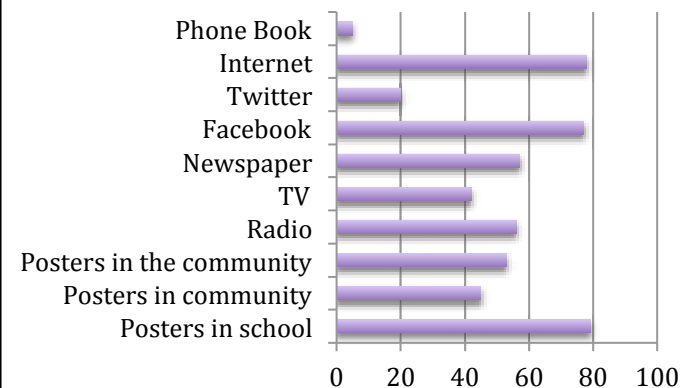
Communication about youth opportunities

Young people want to see enhanced communication of opportunities, and greater communication and collaboration between youth and adults. Unfortunately, many young people are unaware of what's going on in the community. Lack of awareness was identified as the top reason that young people did not participate in programs and services. Young people suggested using the internet (social media, websites...), schools and posters in order to get the word out about opportunities.

Youth/young adults in Kingston have enough opportunities for employment



How do you find out about services, programs and/or activities?



For further research data related to this theme, please see the Phase 2 Research Report in the Appendix

PROGRAMS AND OPPORTUNITIES

PROGRAMS AND OPPORTUNITIES						6 MONTHS	6-12 MONTHS	1-2 YEARS	2-3 YEARS	START UP STAFF HRS	START UP RESOURCES	ONGOING STAFF HRS	ONGOING RESOURCES	START UP STAFF HRS	START UP RESOURCES	ONGOING STAFF HRS	ONGOING RESOURCES
ACTION ITEMS	MEASURES	TIME LINE				RESOURCE ALLOCATION: CITY				RESOURCE ALLOCATION: ORGANIZATIONS							
Recommendation: Provide programming that meets the needs and interests of youth.																	
A. Inventory of programs and opportunities to confirm gaps, consolidate overlap, and populate Youth Portal.	Inventory on Portal, Use of Porta: input by orgs, use by youth, promotion					120							5/org				
B. Develop (identify) trainings and resources for effective youth programming.	Evaluation benchmarks for strategy & programs, Training guides, resources, tools on Portal												20/org 5-6 org				
C. Youth-driven trainings, evaluation and prgram development.	Use of Evaluation tools & results; 2 training offerings per year. Total new staff estimate for new programs 7 FTE city/community										3.5 FTE					3.5 FTE	
C.1 4 new drop-in sites, extended hours	21 hr/wk x 40 wk x 4 prog.																
C.2 4 music, art programs	21 hr/wk x 40 wk x 4 prog.																
C. 3 4 alternative physical activity programs	21 hr/wk x 40 wk x 4 prog.																
C. 4 a non-alcohol program for 19-24	8 hr/wk x 52 wk x 1 prog.																
C.5 1 substance use program	8 hr/wk x 52 wk x 1 prog.																

Recommendation: Ensure all programs are accessible to all youth (cost, transportation, accessibility, culture)													
A. Cross-agency collaboration and resource sharing	Evaluation plan, CAST/YAPT sets criteria to track	•				10							
B. Trainings and			•										
C. Definition of youth (for discounts etc) that includes non-students.	Links to YAPT/CAST work, Transit Advisory work.	•											
D. Youth shuttle for travel between agency events/programs.	Explore options: eg extended school bus service, transit links		•						\$35K			40/m	\$35K
E. Expanded subsidized spaces and programs.	TDB CAST/YAPT after Inventory/Portal.				•								
F. Apply for Youth Friendly designation from Play Works.			•			120							
Recommendation: Enhance personal and professional development opportunities for youth and increase graduate retention.													
A. Youth driven trainings, evaluation and program development.	TDB CAST/YAPT after Inventory/Portal.			•									
B. Mentorship and internship programs.	TDB CAST/YAPT after Inventory/Portal.			•									
C. Provide young professional positions.	TDB CAST/YAPT after Inventory/Portal.				•								
D. Create employers guide for hiring/coaching youth employees.	Guide on Portal, uptake of use		•							20/5-6 bus.			
E. Submit all volunteer opportunities to United Way database.	# of opportunities listed	•										1/m per org	
F. Business programming and start-up grants for young entrepreneurs.	TDB CAST/YAPT after Inventory/Portal.				•								
Recommendation: Enhance awareness of programs and opportunities and establish a centralized channel of communication.													
A. Continue YAPT/CAST.		•											
B. Develop a Youth Portal of programs, opportunities, services.	Described in Voice & Collaboration		•										

Environments and Spaces

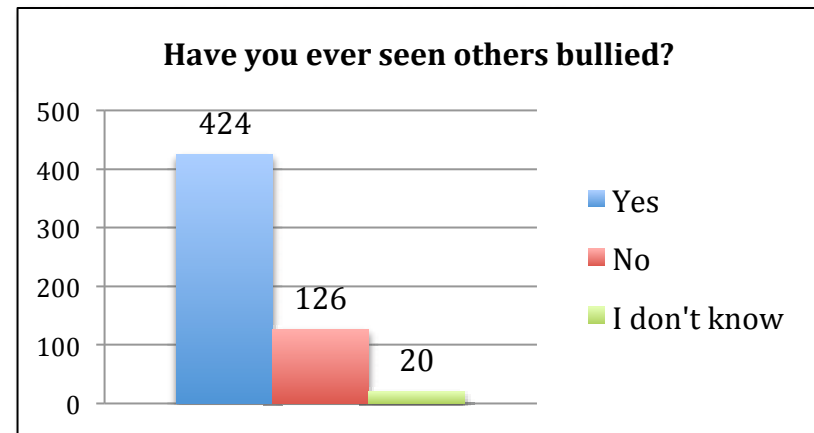
Social and physical environments have a significant impact on young people's health and wellbeing. Factors such as affordable housing, poverty vs. socio-economic advantage, neighborhood safety, or the sense of social connectedness in a community, all contribute an individual's sense of safety, belonging and identity.⁸ A sense of belonging, inclusion and safety are critical features of positive developmental settings for youth.⁹ Research shows that even things like dietary patterns, exercise, and injury are significantly affected by the neighborhoods that young people live in.¹⁰

Inclusion and safety

Young people in Kingston had plenty of positive things to about the city, describing it as peaceful, beautiful, and inviting. Almost 75% of respondents either *agree* or *strongly agree* that they feel included and like they belong in Kingston. Young people also describe Kingston as a generally safe community. However when asked more specifically about different measures of safety, a contrast emerged in the responses. Almost 75% of young people have seen others bullied, 50% have felt bullied, 41% feel unsafe in particular locations, and 73% have witnessed homophobia or transphobia.

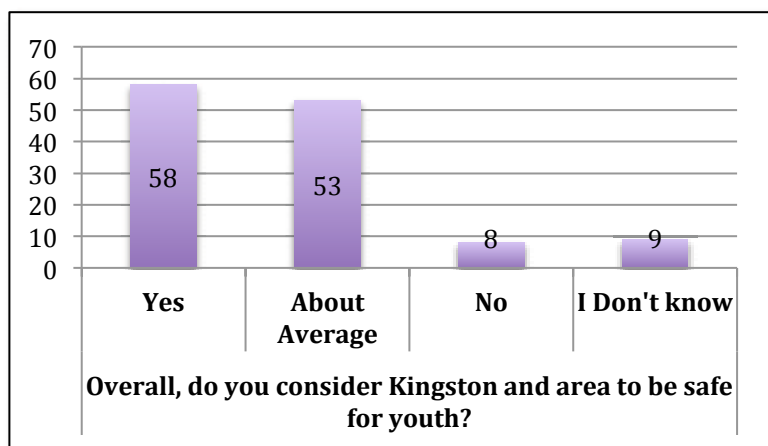
The survey results suggest that those who do not identify with the binary gender system (i.e. do not identify with either male

or female) are least likely to feel safe and most likely to have experienced or seen bullying, sexual harassment, homophobia/transphobia. Those respondents who identified as female, were more likely than males to respond that they felt unsafe and had experience or had seen these different forms of violence. For example, 100% of those that identified outside of the gender binary, 57% of females, and 36% of males have experienced bullying. Similarly, 86% of those outside the gender binary, 57% of females and 43% of males responded that they had seen sexual harassment.



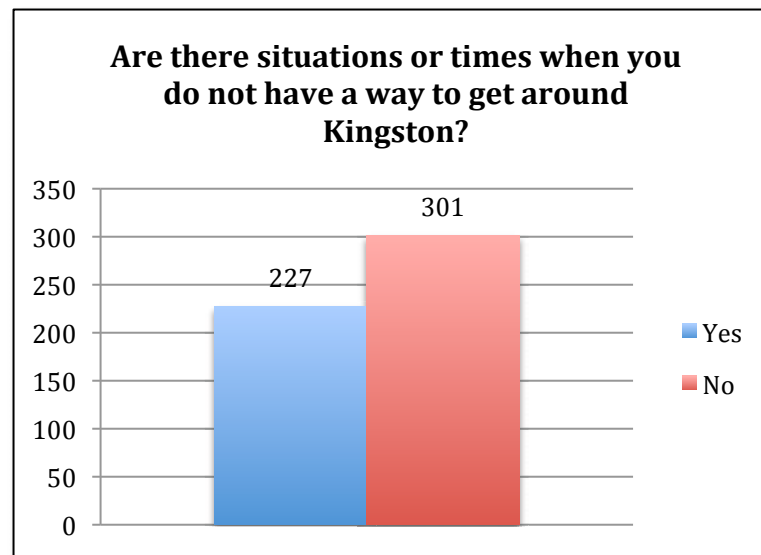
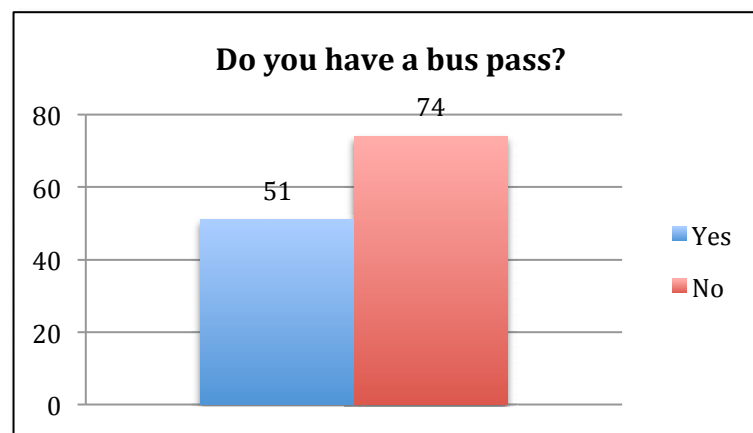
^{8,9} John G. Freeman et al. (2011). *The health of Canada's young people: a mental health focus*. The Public Health Agency of Canada. Ottawa: Her Majesty the Queen in Right of Canada.

⁹ Eccles, J. S., & Gootman, J. A. (2002). *Community programs to promote youth development*. Washington, DC: National Academies Press.



Youth-friendly and accessible

Young people are also calling for more youth friendly hangouts and better transportation. When young people were asked what they would do to make Kingston a more youth friendly city, more youth hang outs and improved safety were among the top 5 responses. For the 12-17 age range, youth friendly hang-outs was the second most frequent recommendation. Access to transportation was identified as a key barrier. During focus groups, youth/young adults described public transit as unreliable, without sufficient routes or buses, and difficult/confusing to use. Walking is the most common form of transportation used by young people in Kingston.



For further research data related to this theme, please see the Phase 2 Research Report in the Appendix

ENVIRONMENT & SPACES

ENVIRONMENT & SPACES

ACTION ITEMS	MEASURES	TIME LINE				RESOURCE ALLOCATION: CITY				RESOURCE ALLOCATION: ORGANIZATIONS			
		6 MONTHS	6-12 MONTHS	1-2 YEARS	2-3 YEARS	START UP STAFF HRS	START UP RESOURCES	ONGOING STAFF HRS	ONGOING RESOURCES	START UP STAFF HRS	START UP RESOURCES	ONGOING STAFF HRS	ONGOING RESOURCES
Recommendation: Increase the number of youth-friendly hangouts within the city.													
A. Connect new and existing youth hangouts to programs & services.	Portal Use, Shuttle Use	•											
B: Link to GIS Map of hangouts in Youth Portal.	Portal Use		•										
C. Engage youth in redevelopment of Wally Elmer Youth Centre.	Quality of Advisory Experience, Impact	•											
Recommendation: Establish partnership between Kingston Transit and Y2K in order to improve young people's access to transit services.													
A: Present Y2K findings and recommendations to Kingston Transit.	Quality of Advisory Experience, Impact	•											
B. Engage youth as educated transit users in city planning.	Experience quality, #s, results (focus groups, consultations, advisory committee)		•			30		5/m	\$60/m				
C. Review the "active transportation" plan from KCAT.	Experience quality, results		•										
D. Develop the bike lane strategy in consultation with young people.	Experience quality, results		•										
E. Offer support for Yellow Bike Action.	Experience quality, results		•										
F:Explore subsidized transit opportunities.	Experience quality, results		•										
G. Promote and educate young people on transit plan and transit use.	Portal Use			•									
H. Continue/expand the free Grade 9 bus pass.	Use			•									

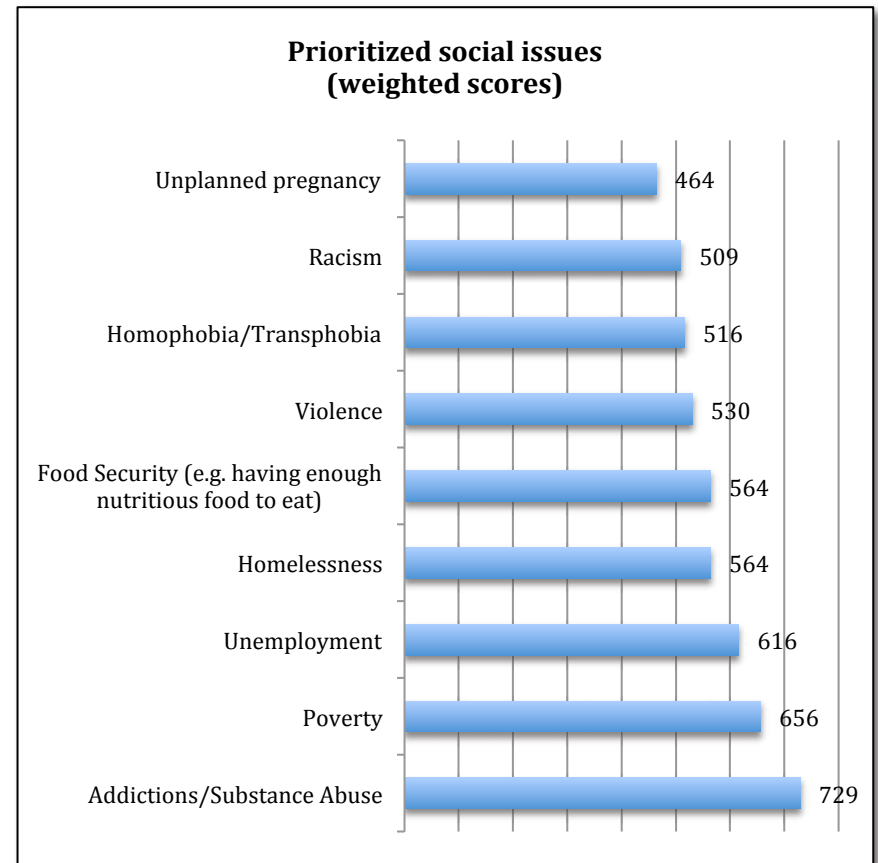
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Recommendation: Support community collaboration with police to improve safety for young people.													
A. Conduct further research re safety and crime reports.	Report 6-12 months	•											
B. Create a "youth	Portal Use			•									
C. Continue YAPT/CAST to collaborate on community safety issues.			•										
D. Consolidate community efforts around bullying, racism and discrimination. (YAPT/CAST).	Use of section on Portal, Use of Shuttle for Events, Quality of Experience, # of collaborations, increases & consistency over time	•	•	•	•								
Recommendation: Improve relationships between Kingston City Police and young people.													
A: Integrated police and	Youth Advisory Review set up,		•			20		5/m	\$60/m				
B. Youth-led youth engagement/adult ally training for police officers.	2 trainings per year. # of officers, quality of experience, results			•									

Health and Wellness

Our health is impacted by a great variety of factors, known as the social determinants of health¹¹. Not only do young people need access to medical services, healthy food and safe housing, they also need supportive environments, strong relationships and opportunities to develop their ideas, values and skills¹². All of these factors influence health. The more we invest in young people's health the greater the long-term outcomes for both the individual and society.¹³

In general young people in Kingston feel their health/mental health is about average. However it is clear from the Y2K research that young people are looking for great community health supports including services related to mental health, poverty, housing, and addictions. Addictions/substance use was identified as the most pressing social issue in Kingston followed by poverty and unemployment. Young people are also interested in greater access to health care workers (counsellors, doctors, nutritionists, etc.) and social services that address health issues.

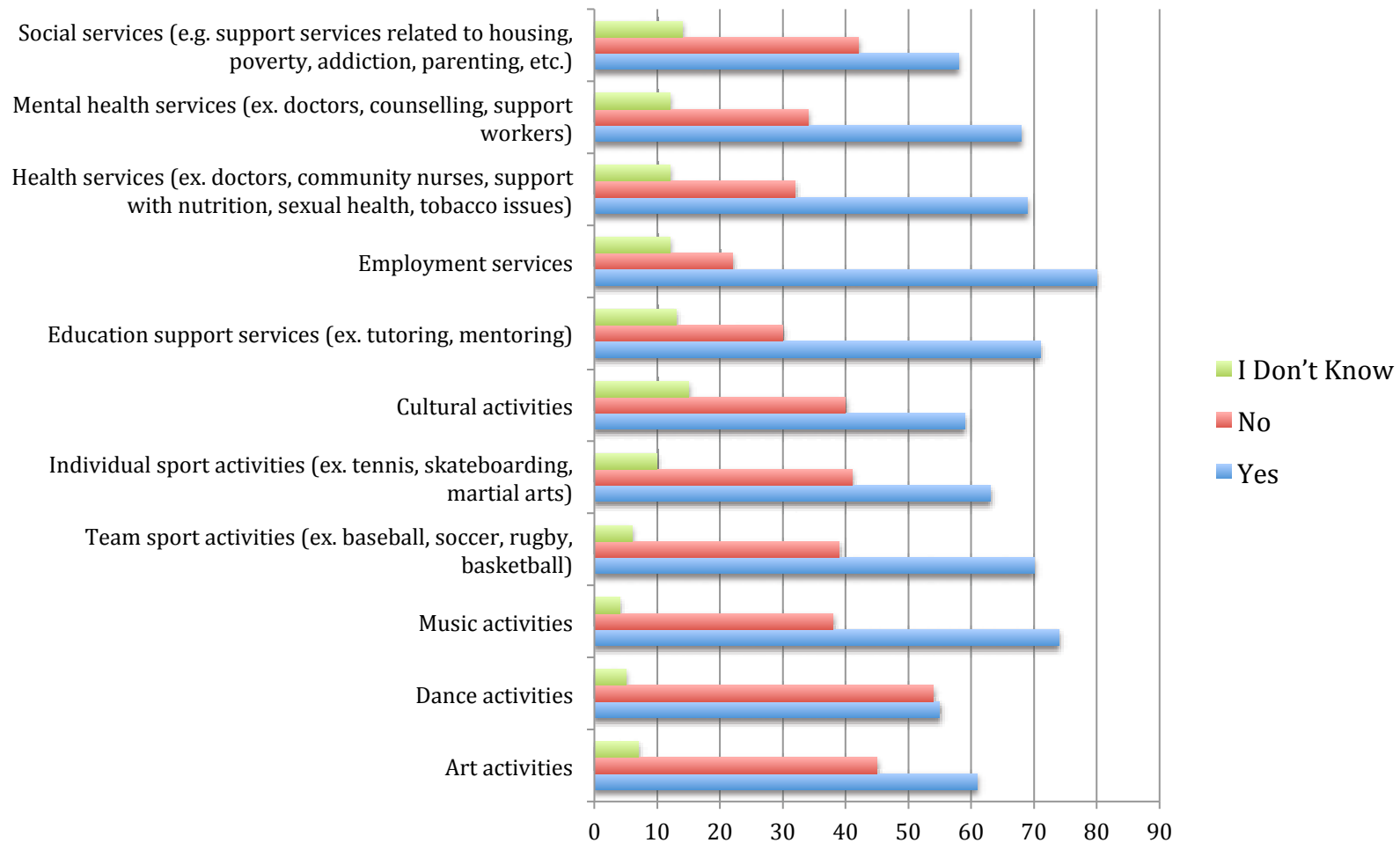


¹¹ John G. Freeman et al. (2011). *The health of Canada's young people: a mental health focus*. The Public Health Agency of Canada. Ottawa: Her Majesty the Queen in Right of Canada.

¹² Centre of Excellence for Youth Engagement. (2003). *Youth engagement and health outcomes: Is there a link?* Toronto, Ontario: Centre of Excellence for Youth Engagement.

¹³ Health Council of Canada. (2006). *Their Future Is Now: Healthy Choices for Canada's Children & Youth*. Toronto: Health Council of Canada.

**Are you interested in accessing more of the following services/activities for youth/
young adults?**



For further research data related to this theme, please see the Phase 2 Research Report in the Appendix

HEALTH AND WELLNESS

HEALTH AND WELLNESS														6 MONTHS	6-12 MONTHS	1-2 YEARS	2-3 YEARS	START UP STAFF HRS	START UP RESOURCES	ONGOING STAFF HRS	ONGOING RESOURCES	START UP STAFF HRS	START UP RESOURCES	ONGOING STAFF HRS	ONGOING RESOURCES
ACTION ITEMS		MEASURES		TIME LINE				RESOURCE ALLOCATION: CITY				RESOURCE ALLOCATION: ORGANIZATIONS													
Recommendation: Address the gap young people have identified in mental health and addiction services.																									
A. Youth engagement in health and wellness committees, policies and program development.		Track increased activity over 3 years, through portal and reporting. Diversity of youth participation.		•	•	•	•			CAST						5-20 h/m per org.									
B. Develop trainings and resources for effective youth programming.		# & quality of resources on portal. Identify existing resources, adapt.			•			30					30 x 5 org												
C. Youth-driven trainings, evaluation and program development.		Use of evaluation tools, uptake of training, quality of experience, results				•				7/m						7/m									
Recommendation: Support youth with rules and regulations when it comes to their health, ensuring their voice & influence in the process.																									
A. Youth engagement in health and wellness committees, policies and program development.		Track increased activity over 3 years, through portal and reporting. Diversity of youth participation.		•	•	•	•																		
B. Youth engagement in health policy design, implementation and evaluation.		Track increased activity over 3 years, through portal and reporting. Diversity of youth participation.		•	•	•	•									5-20 /m									
C. Evaluation tools to measure organizational readiness re youth engagement.		Tools exist. Part of CAST/YAPT task to set up evaluation plan & platform.		•				3-5 per dept					3-5 h per org												

Recommendation: Address the stigma associated with language used to talk about mental health.													
A. Youth engagement on mental health promotion and recruitment language.	Qualtiy of experience, results.		•						20 per org		annual repeat		
Recommendation: Improve access to housing and shelter for marginalized youth.													
A. Youth engagement in housing programs and strategies.	# of youth, quality of experience, results re access improvements		•	•	•	20		5-20/m per rep	\$3K	20 per org		5-20/m per rep	\$3K
Recommendation: Expand access to healthy food and nutrition programs (i.e. food bank, Good Food Box)													
A. Engage young people in the Kingston Food Council.	# of youth, quality of experience, results	•										6/m	
B. Exoand community gardens.	Advisory Youth Group to set targets, study feasibility.		•	•		30		5-20/m per rep		30		5-20/m per org	\$3K
C. Outreach strategy to improve food access for marginalized youth.	Advisory Youth Group to set targets, study feasibility.		•	•									
D. Support healthy eating initiatives and education programs.	Advisory Youth Group to set targets, study feasibility.		•	•									
Recommendation: Improve access to physical activity programs (i.e. sports facilities)													

Conclusion

Through the research process, young people in Kingston clearly identified that although they felt supported, they did not feel heard. Coming out of the Y2K process there is something happening in Kingston that has not been seen before. Youth, young adults and adults are coming together to meet, share, learn, laugh and listen to each other. They are talking about important issues and taking action. They are being called upon to provide feedback, ideas and to share their story. In a parallel process, community based organizations and governments are working collectively and demonstrating what collaboration can look like; each sharing what they can, to create spaces for the young people they serve. Spaces where young people can be heard, use their voice, and participate in the decision-making process.



There have been several powerful examples of what can occur when organizations work collaboratively and in partnership with young people. To date Y2K has been able to unite community efforts around bullying, racism and discrimination. In the summer of 2012 more than 50 people joined Y2K from multiple member organizations and led the Kingston Pride Parade with an anti-bullying message. In the fall of 2012 a number of YAPT members participated in an anti-bullying theatre production and discussion process. This spring in partnership with seven of our partners we held two anti-bullying pink shirt day flash mob rallies. The CAST has already been called upon to provide advisory feedback to the City of Kingston in its preparation for Youth Week 2013 and organizations are now calling on Y2K members, youth and adults to share their ideas and insights.

As the City plans to apply for Youth-Friendly designation from Play Works, there is the opportunity to work collaboratively with the CAST to help support the application process. Imagine the demonstration of what youth friendly looks like – where together, municipalities, organizations, youth and young adults collectively apply for such status? That is now possible in Kingston. Young people have been clear – these are the activities and roles they see for themselves – to not simply be the reason for a program, but to be the program.

One of the strongest recommendations that was heard again and again through the consultation process was that YAPT and CAST must continue. In a sense, the collaborative processes of these two groups embodies the 5 strategic priorities in the Kingston Youth Strategy. These groups have demonstrated how to partner with young people, share resources, uphold youth voice, create opportunities, and address community challenges. As we look to the implementation phase with the Community Action Plan, it is clear that YAPT and CAST have an important role to play in ensuring that the community vision that's been realized, is reached.

Appendix

- A. Glossary of Terms
- B. Organizational Members of the Youth Adult Partnership Team
- C. Phase 1 Research Report: *City of Kingston Youth Strategy Report Phase I Research*
- D. Phase 2 Research Report: *Draft Kingston Youth Strategy: Themes and Recommendations*

Glossary of Terms

Action Item: A specific action that will assist in implementing the strategy recommendations.

Adult Ally: A person that shares power and accountability and provides, promotes, and supports opportunities for young people to become engaged in issues that directly affect them, their peers and their community.

Principles: A set of core values upheld by a community or strategy.

Recommendation: A recommended change with the aim of making Kingston a more youth-friendly place.

Strategic Priority: Key priority areas that summarize the strategy recommendations.

Youth Adult Partnership: A partnership based on collaboration, learning and shared power. Adults and young people involved in a partnership push aside any biases they may have so that they can work together with an open mind and share accountability for success and failure.

Youth Advisory Council: A youth committee that provides ideas and advice to decision-makers within an organization or government.

Youth Friendly Community: “one that actively supports and provides opportunities for the growth and development of youth...through play. Play is any non-school activity that has elements of choice, leads to satisfaction, and encourages progressive learning and enjoyment. Activities can include – but are not limited to – recreation, sport, leisure, arts, drama,

dance, civic engagement, youth activism, volunteerism, social clubs and youth leadership.” (Play Works)

Youth Engagement: The meaningful and sustained involvement of a young person in an activity focusing outside the self.

Organizational Members of the Youth Adult Partnership Team

Representatives from the following organizations have participated in YAPT meetings throughout the development of Y2K. They have supported youth they serve / engage to participate, have generously provided staff and volunteer time, feedback, insights and general overall direction overall to the process. Some have been able to provide resources including promotion, prizes, and introductions to youth they serve as well as meeting spaces, transportation, supplies, meals and direct funds for special activities.

1. Agnes Etherington Art Centre
2. Algonquin Lakeshore District School Board
3. Big Brothers Big Sisters of Kingston
4. Blue Canoe Theatre Company
5. Boys and Girls Club of Kingston and Area
6. City of Kingston: Cultural Services
7. City of Kingston: Recreation and Leisure
8. City of Kingston: Wally Elmer Youth Centre
9. Community Foundation for Kingston & Area
10. Community Living Kingston
11. Family and Children's Services of Frontenac, Lennox and Addington
12. Girls Inc. Limestone
13. H'art Studio
14. Immigrant Services Kingston and Area (ISKA)
15. Katarokwi Native Friendship Center
16. KFL&A Public Health
17. KinetiQ Crew
18. Kingston Association of Museums, Galleries & Historical Sites
19. Kingston Community Health Centres
20. Kingston Employment and Youth Services (KEYS)
21. Kingston Military Family Resource Centre
22. Kingston Police Services
23. Kingston Public Library
24. Kingston School of Dance
25. Limestone District School Board
26. Modern Fuel Artist-Run Centre
27. Ontario Trillium Foundation
28. Pathways for Children and Youth
29. Pathways to Education Kingston
30. Reelout Arts Project Inc.
31. Step Crew
32. Street Health Centre
33. Students Commission of Canada
34. The Alma Mater Society: Queens
35. Theatre Kingston
36. TK Danceworx
37. Town Homes Kingston
38. United Way
39. YMCA of Kingston
40. Youth Diversion