

Ladder of Youth and Young Adult Involvement in My Agency

Adapted from Hart, R. (1992). *Children's Participation from Tokenism to Citizenship*, UNICEF

Instructions: Please review the Ladder of Youth and Young Adult Involvement below and indicate any examples that you have seen where that particular Step on the Ladder has been seen in action.

#	Item/Step	Description	Examples
9	Youth Initiated & Directed	➤ Designed and run by youth and decisions made by youth.	
8	Youth Initiated, Shared Decisions with Adults	➤ Designed and run by youth who share decisions with adults.	
7	Youth & Adult Initiated & Directed	➤ Designed and run by youth and adults in full partnership.	
6	Adult Initiated, Shared Decisions with Youth.	➤ Minimum Youth Participation designed and run by adults who share decisions with youth.	
5	Consulted & Informed	<ul style="list-style-type: none"> ➤ Designed and run by adults who consult with youth ➤ Young people make recommendations that are considered by adults. 	
4	Assigned & Informed	<ul style="list-style-type: none"> ➤ Youth do not initiate, but understand and have some sense of ownership. ➤ Young people are assigned a specific role and informed about how and why they are being involved. 	
3	Tokenism	<ul style="list-style-type: none"> ➤ Symbolic representation by few who may be asked to speak for the group they represent. ➤ Young people appear to be given a voice, but in fact have little or no choice about what they do; how they participate or the opinions they share 	
2	Decoration	<ul style="list-style-type: none"> ➤ Adults use youth to promote or support a cause without informing youth. ➤ Adults do not pretend that the cause is inspired by young people – but use youth to bolster their cause in an indirect way 	
1	Manipulation	<ul style="list-style-type: none"> ➤ Young people are not involved in design or decisions or may be consulted but not given feedback ➤ Adults pretend that the cause is inspired by young people ➤ Youth involvement is used by adults to communicate adults' messages. 	

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Instructions:

- 1) Please identify any committees/programs or planning groups that you are a participant of at this time and list them in the left column.
- 2) Review the Ladder of Youth and Young Adult Involvement (see previous page) and indicate which # on the Ladder that each committee/program/planning group falls within at this time.
- 3) In the column on the right, indicate one task that you can undertake to increase authentic youth engagement within that particular committee/program/planning group.

Committee/Program/Planning Group	# on Ladder	What can I do to increase authentic youth engagement in this area?

One thing I can do to increase authentic youth engagement in this area over the next 3 months?
