

Observations/Personal Experience

- It's really special that the County created youth commissioner seats!
- It was really valuable to see this Commission build itself from the ground up! It showed me what type of direction is needed to develop a program/organization.
- I do not have much civic engagement experience, so I was cautious about how I can share ideas and the structure of the Commission
 - I think youth would feel more comfortable working on smaller projects than contributing to strategic decisions needed to establish ourselves. My learning process might be unique because I joined earlier.
 - I think youth will be more comfortable contributing and make the most of their term if they get over the hurdle of commission policies first and are caught up on what has been accomplished.

Resources for Youth Commissioners

- **Onboarding**
 - Should include an "orientation"
 - History of the County's arts commission (how we were reinstated, accomplishments so far, current projects, etc.)
 - Provide youth:
 - (Orientation PowerPoint and resources)
 - Bylaws/Ordinance Article III/A-74
 - Strategic Plan
- **"Cheat Sheet" with simplified summary of Brown Act, Robert's Rules of Order, policies, terms**
 - "If youth commissioners want to advocate on their personal time or submit a public comment, some helpful phrases are..."
 - "If youth commissioners want to share something with commissioners, make sure they are BCCed if it's over X people."
 - When the terms "I move to approve.." "Motion to approve.." "I second.." are used
 - What is AB812? Board Policy F-23?
 - What is a quorum? For the Commission it is 7! Outside of our Commission meetings, we cannot form quorum.
 - What is a project? Standing vs Ad Hoc Committee?
 - 8 incorporated cities in SD county - others are unincorporated AREAS meaning there's no local government, they are governed by the county BOS
 - Sunset?
 - commission can talk about the budget if its a line item on agenda
 - Brown Act basics
 - meetings must have a notice
 - a meeting is when the majority of the commission meets

- Conflicts of Interest
 - We can't vote when
 - you have a financial interest
 - the person involved has connections to you, you must state the relationship
 - Felony to influence a contract in a way that benefits you/your family/your employer or a decision that affects your income
 - No candidate or ballot measure can be endorsed/opposed using county money
 - No giving info beforehand — no competitive advantage
- **Mentorship Program**
 - Pair commissioners with youth to be their mentor for any art policy/history questions
 - This was an idea by Giang, but commissioners did not have the capacity for this
 - If this isn't possible, a virtual coffee and chat with a youth can mean a lot!

Structure

- Ask youth what their strengths are
- Ask youth commissioners first if they would like to join a subcommittee/project, then regular commissioners
- Make sure meetings are after-school or at an accessible time
 - Check in with youth if they take public transportation
- For projects on the strategic plan, offer flexibility for youth to join (even if they are not experts)
 - Ensure that youth will be able to learn something new, or use their strengths meaningfully in these projects
- It may help to ask the youth commissioners directly or as a group what their ideas are
- Projects relating to youth should be led by youth
 - For example, outreach to other youth commissioners, creating flyers for youth commissioner positions, maybe involvement interviewing potential youth commissioners, etc.
- When youth commissioners' terms end, conduct a post-program survey
 - Can be used to see needs and advocate for youth commissioners on other boards
- Refine application process so it's easier to fill out

Youth Recruitment

- Create recruitment flyer
- LiveWell Youth Leadership Team
- City of San Diego Youth Commission
- Youth organizations (civic engagement/arts)

- (A Reason To Survive)
- YouthWill

Potential Youth-Specific Projects/Ideas

- Can youth commissioners create a committee to discuss ways of further advocating for youth?
- Advocate for existing commissions to establish youth commissioner seats (with youth input and resources)
- Advocate for emerging commissions to establish youth commissioner seats (with youth input and resources)
 - Can this be done through the LAAN?
- Create a training program for youth artists to learn about civic engagement/why they should be on the board (like a pipeline program)
 - Could be modeled after the commission in terms of representation and structure to help prepare youth for civic engagement
 - If this already exists for other cities, help support them by building connections
 - Develop a stronger connection with the LiveWell Youth Leadership Team
- If support is needed in training youth on board governance, here are some orgs that already do that:
 - LiveWell Youth Leadership Team (through the County)
 - YouthWill
- Host community listening sessions (led by youth commissioners) to gather data on youth needs

Potential General Projects/Ideas

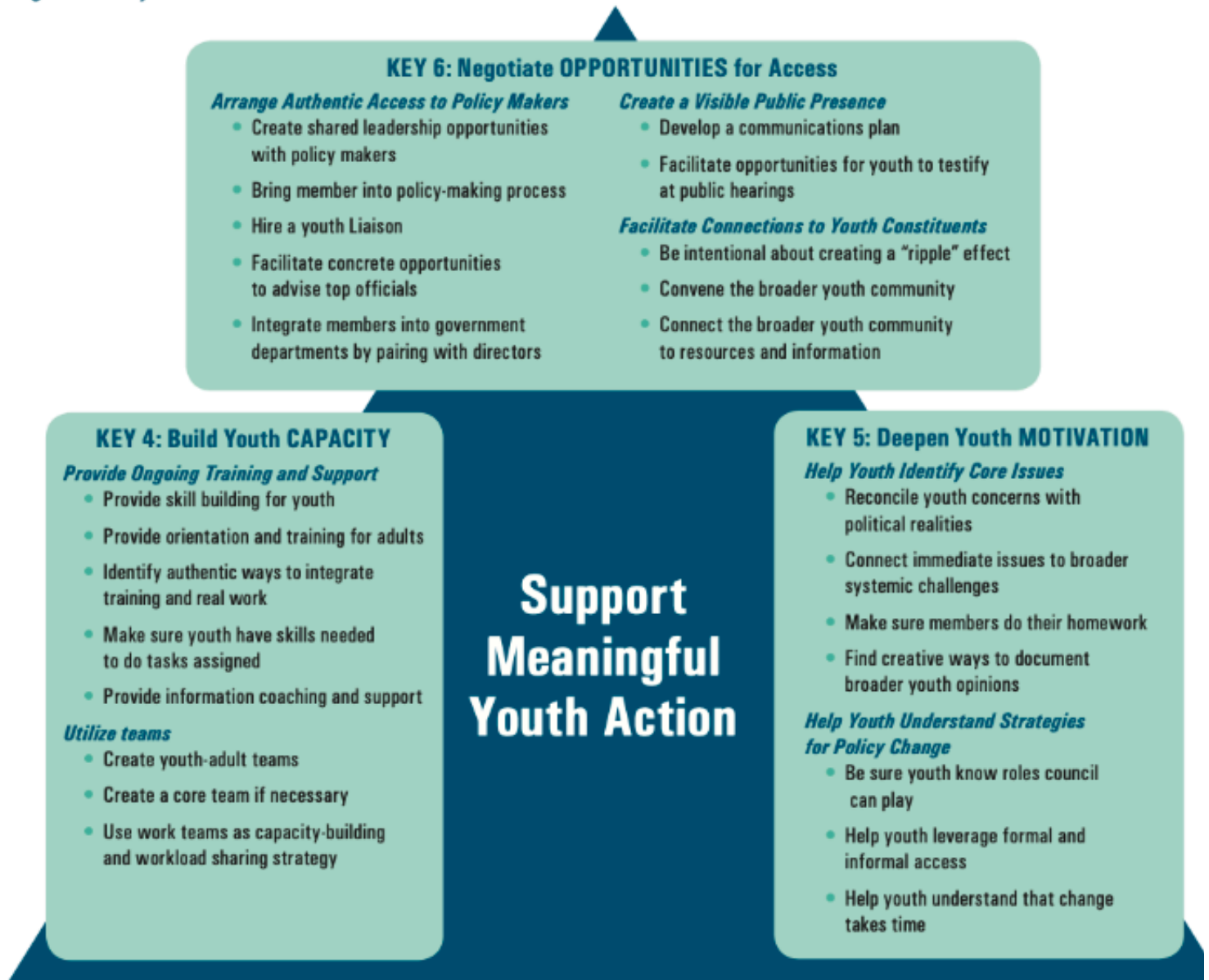
- Strengthen bond with RISE San Diego (RISE ARTS provides community workshops on grant writing, entrepreneurship, etc.)
- Create an arts exhibition featuring Commissioners' art as a promotion/community engagement event

Resources

- Youth engagement: best practices for a successful strategy
- Building Effective Youth Councils
(Figure from resource)

Figure 6: 6 Keys to Effective Youth Councils

Building Effective Youth Councils



- [Guidance on Enhancing Youth Participation in East and Southern Africa](#)
(Figure from resource)

<i>Category</i>	<i>Elements</i>
Physical Barriers	<ul style="list-style-type: none"> • Geographical location • Access to/support for opportunities in rural areas • Transportation and access • Lack of information and knowledge regarding the programmes
Social Barriers	<ul style="list-style-type: none"> • Adult stereotypes about youth • Stigma • Feelings of being unwanted • Class/social status
Cultural Barriers	<ul style="list-style-type: none"> • Cultural concerns over mixed-gender activities • Family obligations • Notions of community and vision • Cultural norms and environment
Political Barriers	<ul style="list-style-type: none"> • Nature of local decision-making • Political decision about access to funding • Access and support for encouraging opportunity in urban areas • Conflict and social disorder

- [Top 10 tips for stronger youth and adult partnerships](#)
- [Meaningful Youth Engagement Training Guide](#)
- [Youth-Adult Partnership and Advisory Councils: Resources](#)

County of San Diego Arts and Culture Commision

Youth Commissioner Transition Form

Name:

Term Length:

Transition Date:

Why did you join the Commission? How was it like what you expected? How was it different?

What were some highlights from your experience on the Commission? What were some key projects you worked on?

What skills have you gained while serving as a commissioner?

Where could have the Commission and/or the County better supported you?

Why have you decided to leave?

Can you offer any other comments that will enable us to understand why you are leaving and how we can improve?