

# Combating Adultism

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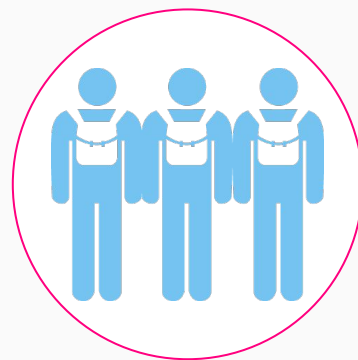
# What we do:



**Training & Education  
Technical Assistance**



**Advocacy**



**Youth Action**

# Avoiding Barriers to Authentic Youth Collaboration.

## Building Trust

- **Establishing and building trust is essential in any effective working relationship. Once positive rapport is established, genuine collaboration can begin.**
- **Consider how initial engagement can impede on development of trust.**
- **Be okay with being called in/out**
- **Operate at the speed of trust/equity**

# **Avoiding Barriers to Authentic Youth Collaboration.**

## **Meaningful Engagement**

**An issue that often gets in the way of effective collaboration between youth and service providers is showy engagement, in which young people are invited to participate simply to create the impression of inclusion and diversity.**

# **Avoiding Barriers to Authentic Youth Collaboration.**

## **Autonomy**

**Young adults should have the freedom and agency to be the leaders of their own lives. Their autonomy should be promoted as they make decisions about the issues that impact their lives.**

# **Avoiding Barriers to Authentic Youth Collaboration.**

## **Sharing Power**

**Young adults need to know that they have power but this should also be reinforced by our systems. Ensure that youth serving systems are informed by YYA by reserving space for YYA to have voting, hiring, and decision making power.**

# **Avoiding Barriers to Authentic Youth Collaboration.**

## **Compensation**

- **Compensating YYA for their time/effort is essential.**
- **Make sure they are being paid in ways that make sense for them.**
- **Consider compensating emotional labor.**
- **Involve YYA in grant-writing/prospecting**
- **Be transparent early and often**
- **Always be actively identifying new funding sources**

# **Introduction to Adulthood.**

## **What is adulthood?**

**Adulthood describes the systems of privileged attitudes and behaviors that adults have over those of young people.**

**Adulthood is driven by behaviors and attitudes that are based on the assumption that adults are better than young people and therefore entitles them to act upon or on behalf of young people without their agreement.**



# **Introduction to Adulthood.**

## **What is ageism?**

**Stereotyping and discriminating against people on the basis of age.**

## **What is the difference between ageism and adulthood?**

**Ageism describes the systems of privileged attitudes and behaviors that younger people have over elders.**

# Adulthood in common language.

- **Respect your elders -- they know better.**
- **Older & wiser**
- **Childish**
- **Immature**
- **Too young/Not old enough**
- **Children should be seen, not heard**
- **Stay in a child's place**
- **The more you live, the more you know**

# How To Identify & Reframe Adulthood.

Like many -isms or systemic oppressions, adulthood is learned very early in life and, though it's all around, it is often invisible until it is pointed out.

The learned ideas and behaviors of adulthood come with harmful effects, including creating and perpetuating divisive power imbalances in collaborations between young people and adult partners.

- Unlearn
- Replace with new attitudes
- Take action against oppression (speak up)
- Remember, we all have been the oppressed, the oppressor, and the ally.



# Scenario.

Scenario: A group of youth with lived experience of homelessness has been assembled to provide feedback on how to improve services in their community. They are asked to only speak about ways to improve basic direct services and not how to address systemic issues within the services in their community.

How does this impact Authentic Youth Collaboration? Why is this inequitable for young people with Lived Experience?





National Youth Forum on Homelessness

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