

RAINBOWRESEARCH

**Capacity Building:
Pathway to Build Diversity in
the Evaluation Field**

AEA Conference 2017: Thu, Nov 9 (04:30- 05:15 PM)

Agenda

- Welcome and Overview
- Introductions
- Our Piloted Model
- Application Discussion
- Resources

I. Introductions

Grounding Definitions

Youth Engaged Evaluation

A Continuum of Youth Involvement in Evaluation and Research

<i>YOUTH INVOLVEMENT</i>	<i>PROCESS</i>
Highest	Youth-led research/evaluation is part of organizational planning cycle; experienced youth act as peer trainers and are paid
High	Youth participate in research design, data collection, and analysis; youth report findings, implement change
Medium-High	Youth design and administer research instruments; adults analyze results, develop findings, implement changes
Medium-Low	Youth give input on process
Low	Youth collect data
Very Low	Information is collected from youth
None	Outside adult conducts research without collecting information directly from youth

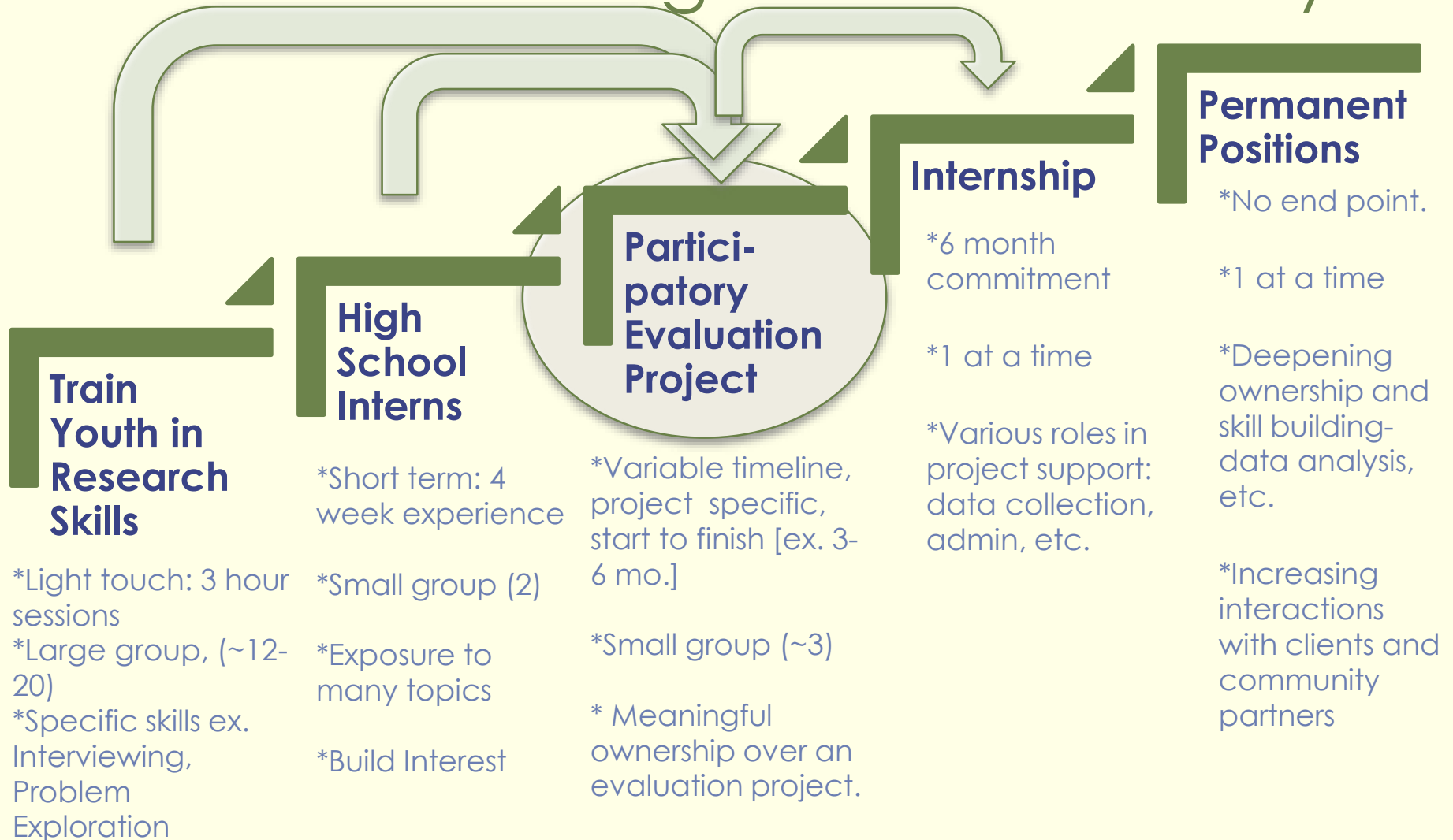
Sabo Flores, K. (2008). Youth participatory evaluation: Strategies for engaging young people. San Francisco: John Wiley & Sons.

What is the problem we're trying to solve?

- Disconnected initiatives around youth engagement in evaluation
- Greater distribution of research and knowledge skills
- Connect skills to actual employment
- Diversify evaluation workforce

2. Our Tiered Pathway

Model for Building Career Pathways



Benefits of this Model

- Commitment to promoting underrepresented students
- Better work!
- Makes future recruitment easier
- Efficient use of staff time
- Positive workplace; warm fuzzies and good energy

Rainbow's Transition

Previous Efforts:

- Graduate student internships
- Unlinked Participatory Evaluation/Research Projects

What made it work:

- Assume knowledge and value of young people
- Supportive staff climate; leadership
- Community partnerships with youth orgs
- Previous experience with YPAR; supervision of youth; training
- Training staff on how to create a workplace culture inclusive of young adults

Staff- Intern Expectations

- **Assume best intentions and that they have expertise/wisdom/knowledge;** In practice, ask questions like:
 - What do you think about this _____? Does this reflect your experience?
 - Would this process get young people talking? How would other people you know react to this?

- **Ensure meaningful work** avoid assigning busy work or tasks that don't actually need to be done.

- **Opportunities to fail;**

- **Conversations as reflection;** when reviewing work ask questions that promote critical thinking and reflection. In practice, can ask questions like:
 - I noticed in the focus group, _____ . Why did you choose to do that? How did people respond to that? If you were to do it again, what would you do the same? What would you do differently?

Staff- Intern Expectations

- **Clear expectations, communicated verbally and in writing (email).**
- **Explain background information;** explain the project or the organization, how the task being assigned fits into the overall project.
- **Check for understanding;** after explaining task, ask intern to ask at least 1 question about it.
- **Set deadline and check in meetings;** tell intern when the task needs to be completed and set a mid-point check-in time to troubleshoot.
- **Set timeframe for working on task;**
- **Give feedback on work;** take the time to reflect with intern on the work they have done. Name specifically work done well and give suggestions for future improvement.
 - Be specific and descriptive of actions; don't emphasize your own satisfaction or happiness.

Challenges & Learnings

Pitfalls & Challenges:

- Building buy-in for the investment of time and money
- Focus to keep it sustainable
- Not assuming prior knowledge

Lessons Learned:

- Training funding through YPAR projects
- Supervision
- Individualized- personal goals and skills

3. Applications

Questions for Discussion

- What questions do you have for us?
- Other examples of what has worked well in your context?
- Challenges that you are running into?

Resources

- Host High School Interns through community partnerships:
 - Girls Inc. Eureka! <https://girlsinc.org/find-girls-inc/>
 - Cristo Rey School network <https://www.cristoreynetwork.org/schools>
 - Many cities also have Youth Job Corps programs

- Training resources:
 - YPAR Curriculum adapted from <https://public.health.oregon.gov/HealthyPeopleFamilies/Youth/Documents/CurriculumYPAR2014.pdf>
 - Youth Participatory Evaluation Guide <http://archive.ssw.umich.edu/public/currentProjects/youthAndCommunity/pubs/youthbook.pdf>
 - Additional resources for conducting YPAR projects and evaluations http://www.actforyouth.net/youth_development/evaluation/resources.cfm

THANK YOU!

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