

# FUNDAMENTAL ELEMENTS OF TRANSFORMATIVE YOUTH ORGANIZING

There are many definitions and understandings of Transformative Youth Organizing. YO! California defines the following elements as fundamental for organizations that practice Transformative Youth Organizing:

## CAMPAIGNS

Organizations work with young people\* to identify, develop, and lead issue campaigns aimed at changing systemic policies, practices, and perceptions that address root causes, transform narratives and culture, and shift power.

## LEADERSHIP DEVELOPMENT

Organizations provide opportunities for young people\* to develop, practice, and apply leadership skills and analysis with clear pathways, meaningful roles, and decision-making power within the organization.

## MOVEMENT BUILDING

Organizations build mutual relationships with other organizations across issues, communities and regions to strengthen grassroots power and advance shared values and visions for transformation & collective liberation.

*\*young people or or multiple generations of people.*

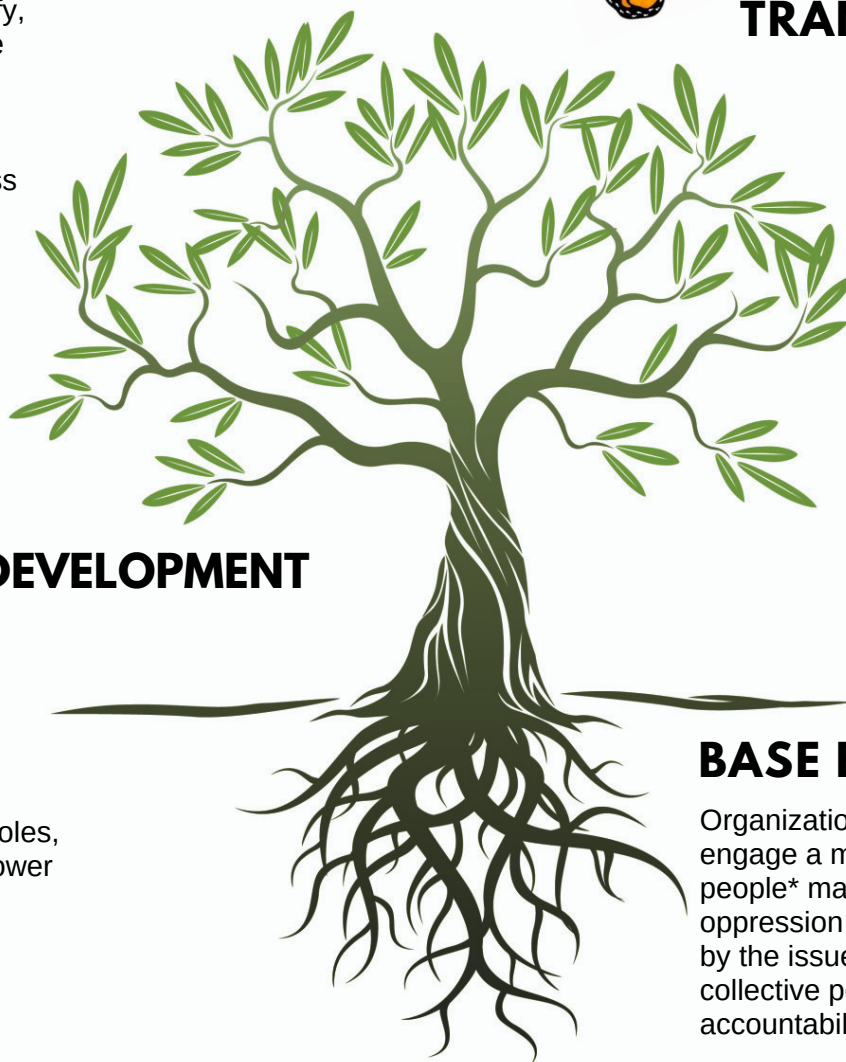


## HEALING & TRANSFORMATION

Organizations integrate opportunities, supports, and resources for their members, and staff to engage in personal and collective healing and transformation (such as including cultural & creative expression, healing practices, mind/body/spirit practices, and self-care and sustainability practices).

## BASE BUILDING

Organizations actively recruit & engage a membership base of young people\* marginalized by systems of oppression that are directly impacted by the issue they address to build collective power and community accountability.



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## BASE BUILDING

Organizations actively recruit & engage a membership base of young people\* marginalized by systems of oppression that are directly impacted by the issue they address to build collective power and community accountability.

*Organizations are accountable to their base, and members have clear pathways of engagement, leadership, and decision making within the organization.*

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## LEADERSHIP DEVELOPMENT

Organizations provide opportunities for young people\* to develop, practice, and apply leadership skills and analysis with clear pathways, meaningful roles, and decision-making power within the organization.

*Leadership development opportunities and pathways include issue and political analysis, outreach and community engagement, public speaking, campaign development and strategic thinking, creative expression, and social media skills.*

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## CAMPAIGNS

Organizations work with young people\* to identify, develop, and lead issue campaigns aimed at changing systemic policies, practices, and perceptions that address root causes, transform narratives and culture, and shift power.

*Campaigns are grounded in values and a vision for social transformation and liberation - that include a commitment to racial, gender, economic, LGBTQ, environmental, immigrant, and educational justice.*

*Campaigns can employ a range of strategies and tactics including direct action, social and earned media, relationship-building with decision-makers, cultural and narrative change, electoral organizing, and policy advocacy.*

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