



**Tempe**<sup>®</sup>

Mayor's Youth  
Advisory Commission

**39<sup>TH</sup>**

YOUTH TOWN HALL

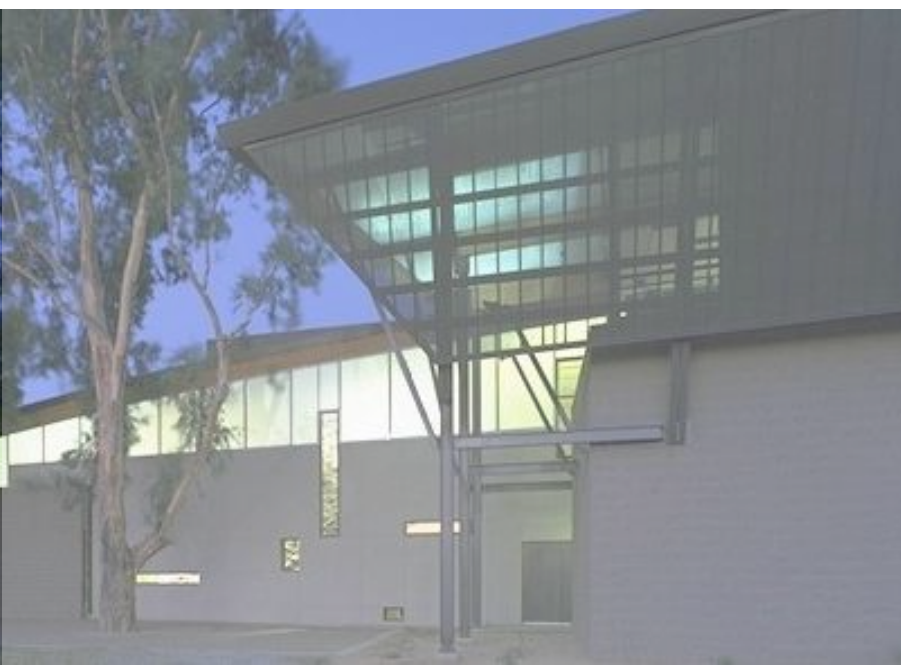
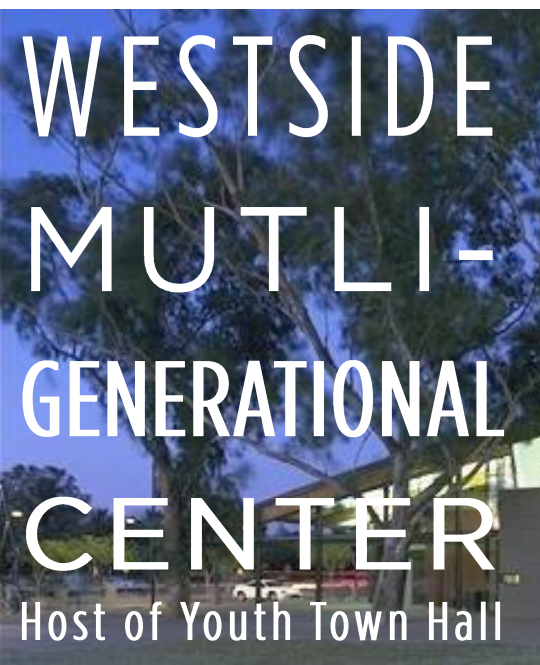
TEMPE, AZ

**REPORT**

**2019**

# TABLE OF CONTENTS

Memorandum_____	3
Design Thinking _____	4
Guest Speaker Highlight_____	5
Mayor’s Youth Advisory Commission_____	6
Tempe City Council_____	7
MYAC History & Background_____	8
Youth Town Hall Overview_____	9
<b>Youth Town Hall Topics</b>	
Youth Engagement in the Community_____	10
Youth LGBTQ+ Inclusion_____	16
Youth Employment_____	23
Youth Town Hall Attendees_____	29
Youth Town Hall Supporters_____	30
Youth Town Hall Pictures_____	31



**Dear Mayor and City Council,**

The Tempe Mayor's Youth Advisory Commission (MYAC) is pleased to present this year's findings from its Youth Town Hall held on February 26th, 2019. We are also happy to report that there was an overwhelmingly positive response from students who participated at the 39th Annual Youth Town Hall based on our event evaluation.



In the spirit of innovation MYAC sought to revamp our Youth Town Hall approach this year and emphasized the development of tangible policy solutions by teaching participants Design Thinking. By challenging youth to answer “**HOW MIGHT WE?**” statements, design thinking encouraged them to develop sound and thorough solutions to challenges that affect them in their everyday lives. This approach not only gave students the tools they need to think critically at Youth Town Hall topics but also for future opportunities they will have in problem solving.

Focusing on we have accomplished this year, MYAC is grateful for the opportunity to, once again, bring the Tempe youth, community leaders and subject matter experts from the community together to discuss social challenges concerning youth.

A summary of the event's topics and recommendations are detailed in this report. To note, MYAC referenced the Tempe City Council Strategic Priorities for topic themes and thus you will notice specific performance measures inspired by this year's topic areas. These recommendations are the original ideas of Tempe's youth to solve challenges our community faces. To promote further youth civic engagement, you will notice that certain recommendations are directed for MYAC and Tempe youth to address. We also understand that some action items will require further review to determine the feasibility of implementing the recommendations.

Therefore, we hope that this report will serve as a reference and create an ongoing dialogue between MYAC and the City Council.

On behalf of the Commission, I would like to thank you again for your dedication and commitment to the youth of Tempe. The successes we have had could not have been achieved without your support.

Sincerely,  
Ali Cohen

# What is Design Thinking?

**Design Thinking** is a process to solve problems that focuses on:



Understanding the  
people involved



Recognizing the  
unique circumstances  
tied to the problem



Coming up with creative,  
innovative and testable  
solutions!

Source: DT4T: Design Thinking for Teens



## **This year, MYAC was selected**

to participate in a year-long program called DemocraSeed. In partnership with the Center for the Future of Arizona and ASU's Public Service Academy, DemocraSeed provides the tools and skills to learn Design Thinking to increase interest in civic engagement, creative problem solving and entrepreneurship for students participating in youth councils and commission throughout Arizona.



# Keynote Speaker Highlight



“Being involved is important, because local **MATTERS** and young people have power.”—Jordan Harb

**This year**, Youth Town Hall, was honored to have Jordan Harb as a keynote speaker. Jordan shared his own story of becoming politically active inspiring his peers on the impact that youth and young adults can have in local policy.

## About Jordan Harb

Jordan Harb, a senior at Mountain View HS, is a first generation American and has been a leading voice as Executive Director of MFOL Arizona and National Field Strategist for March For Our Lives. Through his activism, he has organized civil disobedience and statewide voter registration efforts in over 65 schools across the state. This session, he is even an author of legislation at the Arizona State Capitol. Jordan is passionate about uplifting student voices and advocates for gun violence prevention and supportive school environments.





# MAYOR'S YOUTH 2018 ADVISORY COMMISSION 2019

## **CHAIR**

Carter Miller

## **VICE CHAIR**

Alexia Moreno

## **ADMINISTRATIVE RECORDER**

Kristen Pigon

## **TREASURER**

SaTavia Chest

## **YOUTH TOWN HALL CHAIR**

Ali Cohen

## **COMMUNITY SERVICE PROJECT CHAIR**

Clara Moffitt

## **MEMBERS**

Aerowyn "Piper" Allen

Adya Austin

Eleanor Buchta

Shea Catero

Sabrina Dagher

Natalie Edgington

Bhavanapriya Giridar

Noble Harasha

Regan Hatch

Issyss Kelly

Walid Mohammad

Alissa Montano

Amber Price

Sophia Price

Synthia Ramos

Aviva Sanchez

Rachel Russell

Sarah Shick



# TEMPE CITY COUNCIL

## **MAYOR**

Mark Mitchell

## **VICE MAYOR**

Lauren Kuby

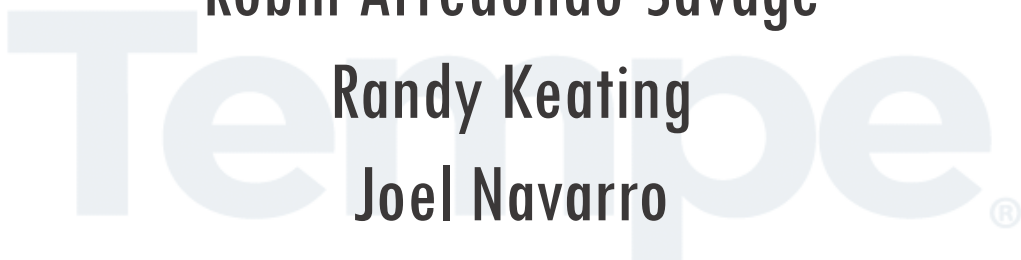
## **COUNCILMEMBERS**

Jennifer Adams

Robin Arredondo-Savage

Randy Keating

Joel Navarro



# MYAC HISTORY & BACKGROUND



## ABOUT THE COMMISSION

The Mayor's Youth Advisory Commission was established in 1980 in response to the challenges youth often face such as teen violence, substance abuse, mental and emotional issues and lack of positive outlets. Recognizing the importance of youth collaboration, Tempe has offered an advisory commission made up 100 % of youth. The commission reports directly to the Mayor and City Council.



## COMMISSION PURPOSE To promote youth involvement by:

- Offering a platform for youth to express their views, and interests
- Initiating and coordinating activities for Tempe youth
- Providing opportunities to develop leadership qualities
- Representing youth's interests, needs and ideas



## COMMISSION MEMBERS

The commission consists of 18-24 members in 8<sup>th</sup>-12<sup>th</sup> grade who reside in Tempe and/or attend school with the City of Tempe. Members represent a variety of youth perspectives and interests



## COMMISSION GOALS

- Explore solutions for local youth issues and relay suggestions directly to the Mayor and City Council
- Represent Tempe youth's interest and perspectives
- Sponsor annual youth events
- Support community efforts that recognize youth's accomplishments
- Represent Tempe youth at local, state and national events



# YOUTH TOWN HALL OVERVIEW

**Youth Town Hall** is an annual event planned and sponsored by the Mayor's Youth Advisory Commission (MYAC). Youth Town Hall gives teens the opportunity to have direct input into policy affecting them and experience the results. The annual event brings students together in Tempe with community decision makers, including school board members, civic and business leaders, public service agencies, and elected officials. Youth and adults exchange ideas and propose viable solutions for issues facing Tempe's youth.

**This year's event** was held on Tuesday, February 26, 2019 at the Tempe Westside Multi-Generational Center. During this year's event, more than 80 participants gathered in discussion groups in order to address three topic areas.

**Recommendations** generated at Youth Town Hall are published in the accompanying Youth Town Hall Report. The report is presented to the Tempe City Council for possible action and policy changes. The report is also widely disseminated in our community and will be presented to local school district governing boards.

## TOPIC AREAS

- YOUTH ENGAGEMENT IN THE COMMUNITY
- YOUTH LGBTQ+ INCLUSION
- YOUTH EMPLOYMENT

Topic areas were inspired by the Tempe City Council Strategic Priorities Performance Measures.

**Visit**

[www.tempe.gov/strategicmanagement](http://www.tempe.gov/strategicmanagement)  
for more information.



# YOUTH ENGAGEMENT IN THE COMMUNITY



## INSPIRED BY:

**SAFE & SECURE COMMUNITIES Performance Measure 1.05** Achieve ratings of "Very Satisfied" or "Satisfied" with the "Feeling of Safety in the City" greater than or equal to the top 10% of the national benchmark cities as measured in the Community Survey.

**STRONG COMMUNITY CONNECTIONS Performance Measure 2.21** Achieve ratings of "Very Satisfied" or "Satisfied" with the availability of information about City programs, events, services, and issues greater than or equal to the top 10% of the national benchmark cities as measured in the Community Survey.

**QUALITY OF LIFE Performance Measure 3.16** Achieve ratings of "Very Satisfied" or "Satisfied" with the "Quality of City recreation, arts, and cultural centers" greater than or equal to the top 10% of the national benchmark cities as measured in the Community Survey.

## GROUP 1

### YOUTH FACILITATORS

Sarah Shick-*Tempe High*

Regan Hatch-*Marcos de Niza*

### SUBJECT MATTER EXPERT

Alex Jovanovich-*City of Tempe*

## GROUP 2

### YOUTH FACILITATOR

Adya Austin-*Tempe High*

### SUBJECT MATTER EXPERT

Victoria Aguilar-*City of Tempe*

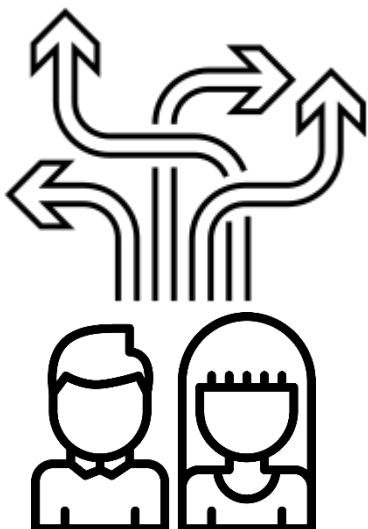
# YOUTH ENGAGEMENT IN THE COMMUNITY

## A CLOSER LOOK

**Youth engagement** in the community comes in many forms such as being involved in recreation, arts, cultural projects, special events, social justice initiatives and more. When a city becomes an active partner with youth, many aspects that promote city priorities such as safer community and a positive quality of life can better be achieved. A 2016 study of 361 youth in Phoenix, AZ may provide insight on youth engagement and questions to ask Tempe youth.

**44%** of Phoenix youth surveyed stated that they did not believe they are currently being offered the opportunities they need to feel engaged with their communities.<sup>1</sup>

How would Tempe youth feel?



### CHALLENGES IDENTIFIED

Youth feeling disconnected with community

Feeling unheard and ideas not being implemented

Safety concerns after school (walking home, in public places)

Finding compromise on issues

Mental health issues becoming barriers

# YOUTH ENGAGEMENT IN THE COMMUNITY

## BEYOND THE NUMBERS



*Sierra is a junior at Tempe High School interested in pursuing a career in medicine after graduation, but feels as though there is little to do at this age to prepare her for the work she has ahead.*

*Hoping to gain experience in the summer between now and her senior year, she seeks out volunteering opportunities to connect her to health related organizations, but has found her age to limit some of her possible internship opportunities.*

*Sierra believes a localized volunteer fair could connect her with age-appropriate services to better her understanding of the medical field as well as connect her with possible scholarships, resources, and future employment.*



# YOUTH ENGAGEMENT IN THE COMMUNITY

## RECOMMENDATION 1



### HOW MIGHT WE:

Engage students to become more aware of what is going in their community?

#### BY:

- ✈ Creating a Google classroom about news/events
  - ✈ i.e. Share volunteer opportunities through Google Classroom
- ✈ Planning peaceful protests
- ✈ Planning activism campaigns

#### SUPPORT FROM:

- ████ Tempe City Council
- ████ MYAC & Tempe Youth
- ████ School Board
- ████ Other youth leadership clubs, groups and councils

#### RESOURCES NEEDED:

- ✘ Google account
- ✘ Google account administrator
- ✘ Training on activism & community organizing
- ✘ City staff to outreach to students about events and opportunities to be a partner



# YOUTH ENGAGEMENT IN THE COMMUNITY

## RECOMMENDATION 2



### HOW MIGHT WE:

Find ways to encourage equal representation of youth?

#### BY:

- Student led class or club called **MERGE** (More Equal Representation Guarantees Excellence)
  - Promoting MERGE at a club rush that emphasizes and recognizes different backgrounds of youth who want to advocate for the same changes
  - MERGE can survey students to understand barriers to youth engagement

#### SUPPORT FROM:

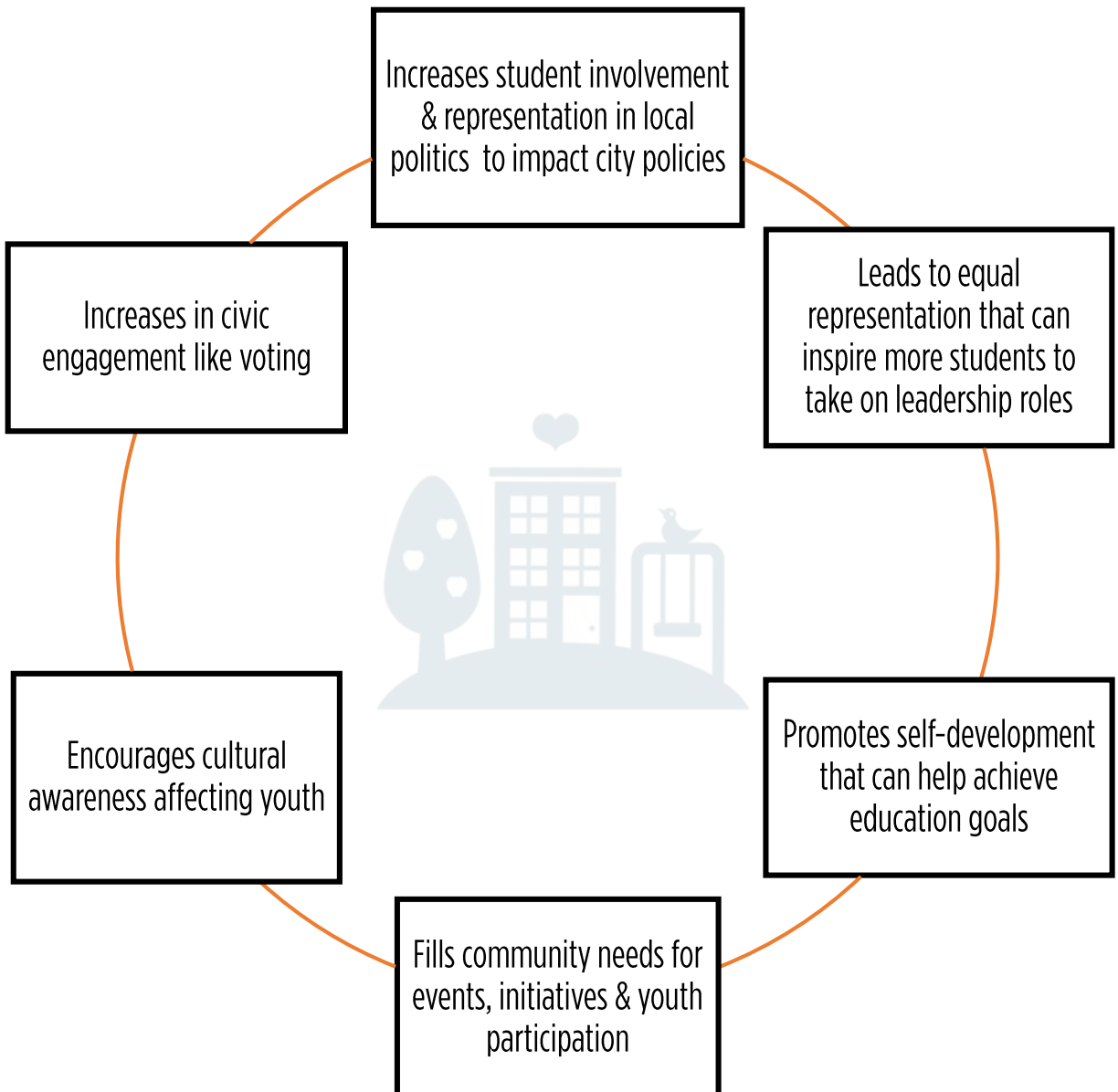
- ████ Tempe City Council
- ████ MYAC & Tempe Youth
- ████ School Board
- ████ School Staff

#### RESOURCES NEEDED:

- ✗ Students and staff to run MERGE
- ✗ Outreach materials
- ✗ Space for club meeting
- ✗ Ability to talk to City Officials for guidance

# YOUTH ENGAGEMENT IN THE COMMUNITY

## WHY THESE RECOMMENDATIONS MATTER





# YOUTH LGBTQ+ INCLUSION

**INSPIRED BY:**  
**QUALITY OF LIFE Performance Measure 3.12** Achieve an annual Municipal Equality Index score of 100 from the Human Rights Campaign regarding the laws, policies, services, and inclusivity of Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ) people in Tempe.

## GROUP 1

**YOUTH FACILITATOR**  
*Carter Miller-McClintock*  
**SUBJECT MATTER EXPERTS**  
*Rosa Inchausti-City of Tempe*

## GROUP 2

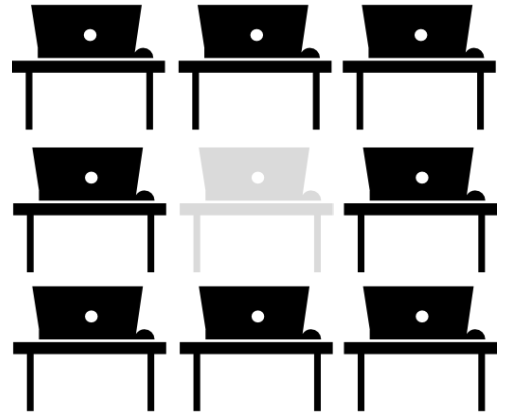
**YOUTH FACILITATOR**  
*Issyss Kelly- Laird School*  
**SUBJECT MATTER EXPERTS**  
*Ginny Belouski-City of Tempe*  
*Wallace Hudson-One-in-Ten*

**DESIGN THINKING MENTOR**  
*Desmond Kumi-ASU*

## A CLOSER LOOK

Youth who identify as LGBTQ+ are more vulnerable to experience some sort of abuse and/or violence. Such adverse experiences are amplified when a youth is not in a supportive environment and lacks a support network. City of Tempe embraces LGBTQ+ Inclusion based on its Municipal Index Score of 100 from the Human Rights Campaign. With the City's support, Tempe Youth are hoping to expand LGBTQ+ inclusion through student-led efforts.

LGBTQ students are  
**140%** more likely to  
not attend school because  
safety concerns, compared  
with heterosexual students. <sup>1</sup>



## CHALLENGES IDENTIFIED

Fear in the  
LGBTQ+  
Community

Little support  
for parents

Not having a safe  
place for youth to  
distress

Not enough  
training for  
staff

Lack of  
awareness of  
LGBTQ+ Needs

## BEYOND THE NUMBERS



### WHAT IS A SAFE PLACE?

***Jakiah from Kyrene Middle School** describes a safe place as an escape for when you are dealing with stress and/or anxiety. At a safe place, you want to be able to distress and feel accepted. A counselor could help run the safe place and offer informational meetings to youth that will help them deal with their challenges.*

***Milena from Ward Traditional Academy** sees the role of a counselor as a link between parents and students. Parents could have private meetings with the counselor and/or participate in informational meetings . The counselor could also train students to be peer mentors, address student concerns and bring in speakers.*

***“As an LGBTQIA+ youth attending Corona del Sol** there are a lot of times when I’m uncomfortable to be myself in school. One time we had to talk about our future and there was a question about what my future husband would be like and that made me nervous. Also how school dances always having a king and queen being based on a couple.”*



## RECOMMENDATION 1



### HOW MIGHT WE:

Promote acceptance within the LGBTQ+ community at schools?

#### BY:

- ✈ Counselors creating a safe space in schools for students
- ✈ Outreaching to the community (law enforcement, speakers, City Officials)
- ✈ Engaging the parents for support and providing information
- ✈ Providing training for students to counsel their peers that focuses on LGBTQ+ topics

#### SUPPORT FROM:

- ████ Tempe City Council
- ████ MYAC & Tempe Youth
- ████ School Board
- ████ GSA (Gay Straight Alliance) Club
- ████ CARE 7 Youth Specialist

#### RESOURCES NEEDED:

- ✗ Staff time
- ✗ Outreach materials
- ✗ Trainers familiar with LGBTQ+
- ✗ Peer mentor model
- ✗ Students to be peer mentors
- ✗ City Staff time to explain the Municipal Equality Index



## RECOMMENDATION 2



### HOW MIGHT WE:

Engage our community in the LGBTQ+ culture?

#### BY:

- ✦ Implementing GLSEN (Gay, Lesbian & Straight Network) or similar programs
- ✦ Having professionals specialized in youth LGBTQ+
- ✦ Guest speakers that can create a dialogue

#### SUPPORT FROM:

- ██████ Tempe City Council
- ██████ MYAC & Tempe Youth
- ██████ School Board
- ██████ GSA (Gay Straight Alliance) Club

#### RESOURCES NEEDED:

- ✗ GLSEN materials and resources
- ✗ Subject matter experts
- ✗ Funding for training and speakers
- ✗ City Staff time to explain the Municipal Equality Index



## RECOMMENDATION 3



### HOW MIGHT WE:

Reduce fear LGBTQ+ youth may experience in schools?

#### BY:

- Offering the following:
- Professional development for staff
  - Parent meetings addressing LGBTQ+ inclusion
  - Awareness & announcement board
  - Parent support groups
  - Diversity assemblies
  - Pride week celebration
  - LGBTQ+ curriculum
  - Safe spaces

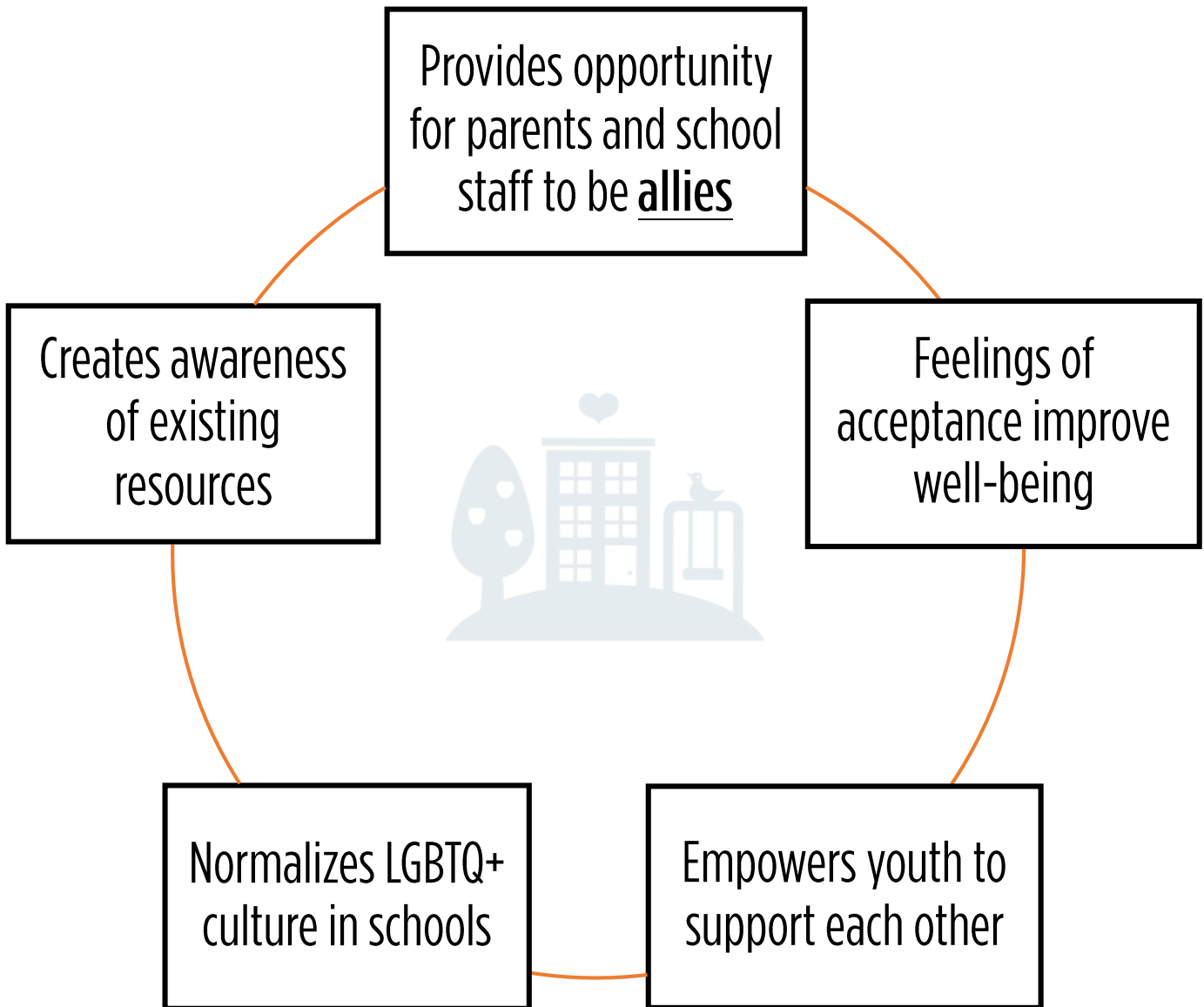
#### SUPPORT FROM:

- ████ MYAC & Tempe Youth
- ████ School Board
- ████ school administrators
- ████ school staff
- ████ Parents
- ████ GSA (Gay Straight Alliance) Club
- ████ CARE 7 & Youth Specialist

#### RESOURCES NEEDED:

- ✗ Staff time
- ✗ Space to hold meetings and groups
- ✗ Appropriate curriculum
- ✗ Trainers familiar with LGBTQ+
- ✗ City Staff time to explain the Municipal Equality Index

## WHY THESE RECOMMENDATIONS MATTER



# YOUTH EMPLOYMENT



## INSPIRED BY:

**FINANCIAL STABILITY & VITALITY PERFORMANCE MEASURE 5.13** Achieve a skilled labor supply to match current and forecasted workforce demand for targeted industries as measured by Maricopa Association of Governments (MAG) and the Tempe Business Survey

## GROUP 1

### YOUTH FACILITATOR

Kristen Pigon-*McClintock*

### SUBJECT MATTER EXPERT

Lorena Cabrera-*City of Tempe*

## GROUP 2

### YOUTH FACILITATOR

Clara Moffitt- *Tempe Prep Academy*

### SUBJECT MATTER EXPERT

Kimberly Faust-*Maricopa County*



## A CLOSER LOOK

The focus on youth employment comes at a time when Arizona legislation is looking at altering the minimum wage for full-time students under 22 years old. Arguably, this may increase the employability of high school youth. In addition to potential wage changes, Arizona employers want employees to be able to do more than complete everyday tasks, but to also have proficient soft skills that will create more efficient communication and professional behavior at work.<sup>1</sup> Aware of this, Tempe youth are asking to develop the same skills.

### TOP 6 Soft Skills Employers are seeking

 <b>1</b> VERBAL AND NONVERBAL COMMUNICATION	 <b>2</b> STRATEGIC THINKING
 <b>3</b> FEEDBACK AND CRITICISM	 <b>4</b> LEADERSHIP
 <b>5</b> RELATIONSHIPS	 <b>6</b> EMOTIONAL INTELLIGENCE

FOR MORE INFORMATION, VISIT [WWW.ARIZONAATWORK.COM](http://WWW.ARIZONAATWORK.COM)

**ARIZONA @ WORK**<sup>TM</sup>  
Innovative Workforce Solutions

A proud partner of the [americanjobcenter](#) network

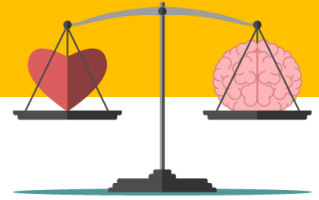


### CHALLENGES IDENTIFIED

- Difficult finding career & internship opportunities
- Lack of soft skills
- Employers are hesitant to hire youth
- Managing a job with other responsibilities
- Opportunities for career readiness
- Understanding how to fill out hiring documents
- Understanding Financial literacy

<sup>1</sup> 6 Soft Skills Employers Seek <https://des.az.gov/featured-story/6-soft-skills-employers-seek>

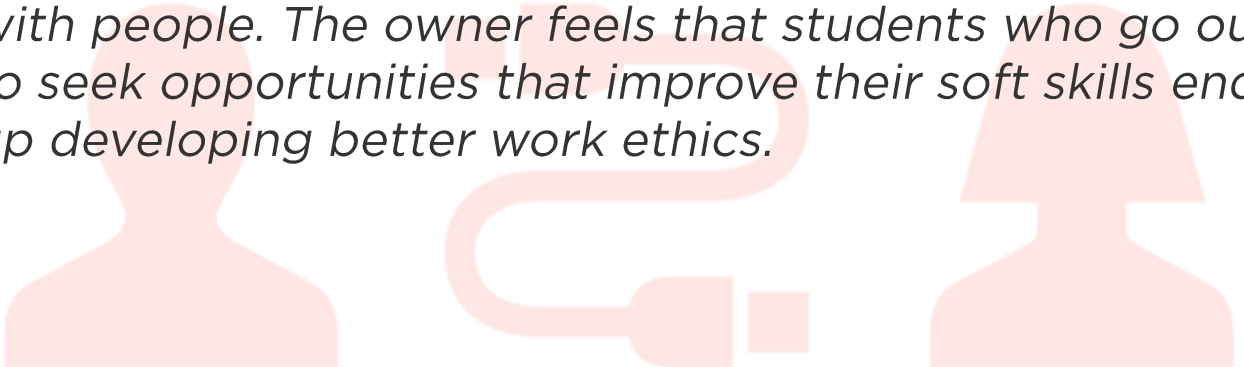
## BEYOND THE NUMBERS



*One day, Andrea, a former McClintock student, was walking home from school when she ran into a local owner she knew from going to his shop to buy snacks.*

*Andrea found herself in a deep conversation about teen employment with the owner. The owner talked about the challenges of high school students he has employed and their ability to meet the expectations of running the store.*

*According to Andrea, the owner expressed that the best employees don't just have "book smarts" but are those who have experience working or volunteering with people. The owner feels that students who go out to seek opportunities that improve their soft skills end up developing better work ethics.*





# YOUTH EMPLOYMENT

## RECOMMENDATION 1



### HOW MIGHT WE:

Enable youth to find career opportunities and develop soft skills necessary for employment?

#### BY:

- Having a career center that connects youth to employers and resources
- Create a program called “Serving Up Soft Skills”
  - Skill-building workshops
  - Employers to participate to offer career readiness training

#### SUPPORT FROM:

- ████ Tempe City Council
- ████ MYAC & Tempe Youth
- ████ Local businesses

#### RESOURCES NEEDED:

- ✗ Program Funding
- ✗ Space for career center and program
- ✗ Learning Materials
- ✗ Food for workshops

➤ Sample of *Serving Up Soft Skills* Monthly Curriculum:





# YOUTH EMPLOYMENT

## RECOMMENDATION 2



### HOW MIGHT WE:

Help youth develop skills to be successful in the workforce?

#### BY:

- Implementing group sessions on special career-related topics every 1-2 weeks at each school after school hours.
- Having an advisor who works with the school and local employers to present topics at the sessions

#### SUPPORT FROM:

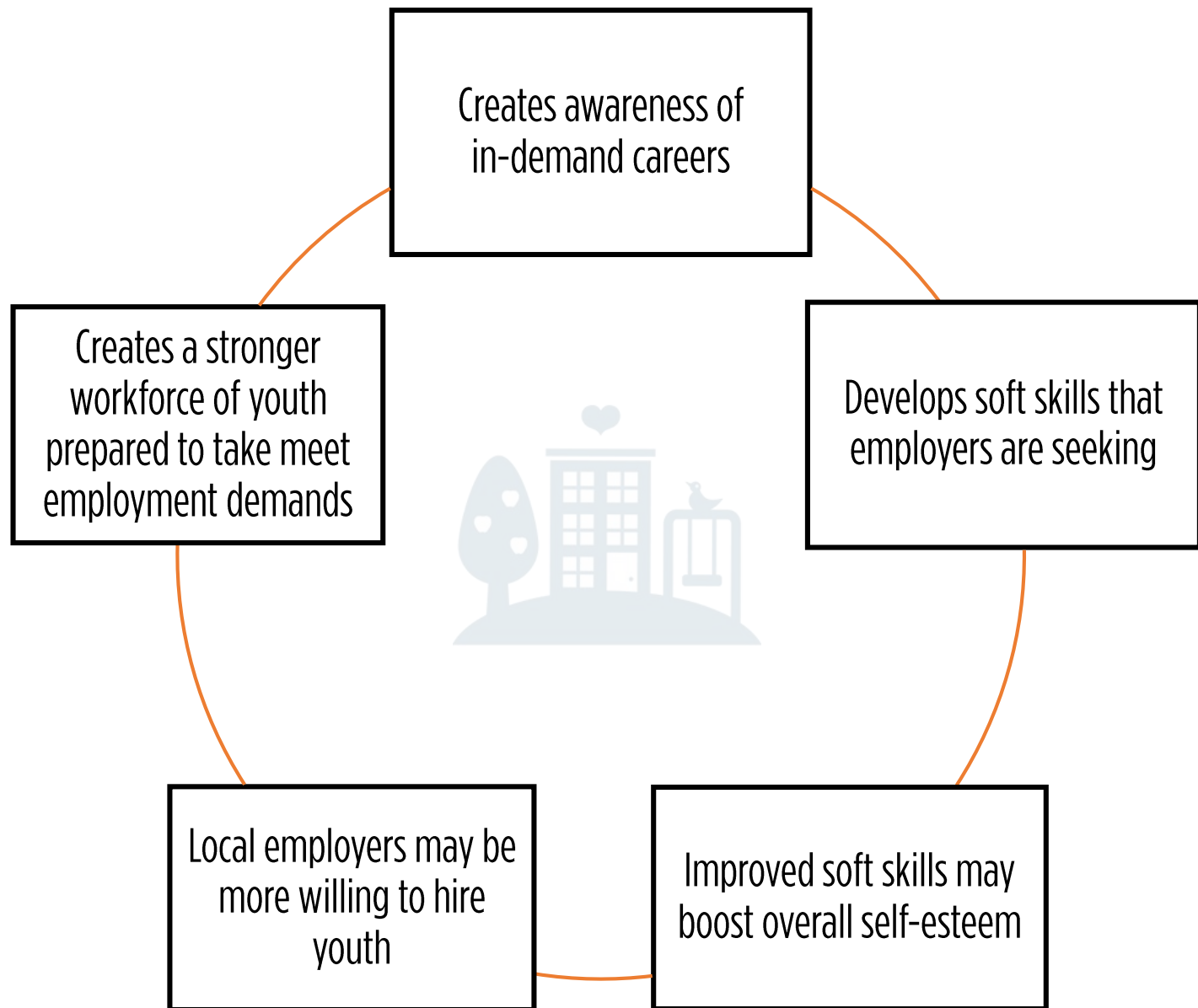
- ████ School Board
- ████ Local businesses
- ████ Arizona State University

#### RESOURCES NEEDED:

- ✗ Funding for advisor
- ✗ Space for group sessions
- ✗ Career readiness curriculum
  - ✗ ASU EDGE Program



## WHY THESE RECOMMENDATIONS MATTER





Abram Bailey, Alexandria Winfield, Amatigue Ali Dolo, Amaya Moore, Arshia Hidayat, Asiah Smith, Autumn Menger, Azeneth Mercado, Ashley Pena, Brach Drew, Brooke Kirk, Candace Farling, Cameron Hill, Cannon Kartchner, Caroline Diaz, Carter Bower, Chaehyeon Kim, Charly Bisson, Christopher Cruz, Ciara Strothers, Cindy Badillo, Cinthia Bernal, Clayton Gant, Dante Capriotti, DeAnn Bergeron, Debra Hoopes, Diana Gomez, Edward Mendivil, Elian Ruiz, Elsa Hortareas, Ernst-Richard Kausche, Giana Gallegos, Gizelle Garcia, Hilary Henderson, Hannah Matsumoto, Hayden Sampson, Jacob Irick, Jacob Torregrossa, Jacqueline Risch,

**THANK YOU TO ALL THE STUDENTS WHO  
PARTICIPATED IN YOUTH TOWN HALL!**

Jakiah Lane, Jessica Cole, Kalani Jones, Kelly Clark, Kyrian Sowards, Lainey Wait, Lauren Steinert, Lilianna Castaneda, Luke Sieveking, Mackenzie Zamora, Marisol Cedillo Segura, Maya Sharp, Megan Salcido, Melody Aviles, Milena Allocca, Nishat Ahmed, Nyasia Toliver, Ruben Delgado Avitia, Sofia Piraino, Sophia Avila, Stella Lovelady, Swann Jackson, Ta' Nya Bailey, Talia Wise, Victoria Cummard, Violeta Panayotova

Participants and guests were invited to write on the "Youth Are" wall.



# THANK YOU FOR YOUR PARTICIPATION!

- ✦ Mayor Mark Mitchell
- 🏛️ Vice Mayor Lauren Kuby
- 🏛️ Tempe Elementary Superintendent Christine Busch
- 🏛️ Kyrene Elementary Superintendent Dr. Jan Vesely
- 🏛️ TUHSD Superintendent Dr. Kevin Mendivil
- 🏛️ TUHSD President Berdetta Hodge
- 🏛️ TUHSD Michelle Helm
- 🏛️ TUHSD Vice President Brian Garcia
- 🏛️ TUHSD Board Member Sandy Lowe
- 🏛️ TUHSD Community Relations Jennifer Liewer



Principals, vice principals, activities principals, school administrators, faculty, parents/guardians we appreciate your coordination and support!



On creating realistic change:  
**“Think big,  
 but act small.”**  
 -Mayor Mark Mitchell



