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LeadOn Alliance: Empowering Alaska's Youth Through Inclusive Programming

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LeadOn: Alliance

Empowering Alaska's Youth Through Inclusive Programming

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A capstone paper submitted in partial fulfillment of the requirements for a Master of Arts in
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Abstract

Alliance is an annual youth conference in Alaska designed to create inclusive and multi-cultural programming for Alaskan youth and their adult mentors. Alliance is a reimagining of a program formerly known as LeadOn. While LeadOn has been successful for the last ten years at providing workshops for Alaskan youth and adults on healthy sexuality, relationships, and leadership, it will now focus on making quality content for Alaskan Natives, Immigrants, and LGBTQ+ identities in Alaska. In the development of this idea past program participants and previous program coordinators were surveyed and interviewed to collect information about how inclusivity has or has not been incorporated into previous conference programming. Research showed that inclusivity has not been a primary focus of the conference, however it has tried to heavily incorporate Alaskan Native culture into the programming. For Alliance to be successful in its goal of creating inclusive programming it must partner more strongly with Native Alaskan organizations, tailor its workshops and community project planning to fit the needs of communities locally and incorporate more fully adults into the conversations at Alliance. Alliance also needs to apply community development theories in a non-colonizing way and allow communities to create community projects based on their needs and desires.

Introduction

LeadOn is an annual conference that takes place in Anchorage every year over three days in November. It began in 2009 as the brainchild of the prevention staff at ANDVSA (The Alaska Network on Domestic Violence and Sexual Assault), however the purpose and goals of the original program are no longer known. Its primary purpose is to empower youth to become leaders in their community through the development of community projects. Many topics covered at LeadOn are related to healthy relationships and healthy sexuality as a majority of the funding comes from ANDVSA and its contributing partners. Beyond its primary focus, LeadOn also aimed to develop leadership skills and empowerment in the youths it serves. It is an opportunity for youth from all over the state to meet other youth who may be from a completely new and different background than their own. It also gives adult mentors the opportunity to do connect with other adults.

Youth and their adult mentors return to their communities after the conference and create community projects that are supposed to empower their community using the knowledge they gained at LeadOn. Community projects are offered small mini-grant funding from the Department of Health and Social Services in Alaska, as well as additional sponsors. The community projects roll out over 6 months, roughly from January to June, and can be anything from regional conferences to murals in the community. In the 9 years LeadOn has existed it is estimated over a 1000 youth have participated in the conference and the number of secondary benefactors is unable to be counted. Since the beginning of LeadOn youth have attended and become leaders in their community, and in turn become adults who bring youth to LeadOn again and again. As LeadOn approaches its tenth year and has fresh faces on board to continue its

legacy, LeadOn has an opportunity to create layered and textured programming that fits into a brave new world of inclusivity and understanding.

Now as we move towards the next ten years of LeadOn, the program shall now be known as LeadOn: Alliance, henceforth known as just Alliance. Alliance is a multicultural conference that invests in youth from the most diverse state in the United States (nstate, 2017). Alliance will improve upon LeadOn and create better recruitment and marketing that specifically targets rural and remote regions of Alaska that don't have access to as much leadership training for their youth. Alliance strives to be inclusive to immigrant populations, other race minorities, and LGBTQ+ identities, as well as understanding of how diverse communities are in Alaska. Alliance will create mindful programming that promotes cultural sensitivity and open-mindedness.

Different Alaskan identities will be represented with workshops, presenters, and programming. All individuals will feel welcome to present, apply, and participate in the conference. Alliance will include more Alaskan Native presenters, sensitivity to LGBTQ identities through specific workshops, and create a more diverse population of participants from Alaska. By creating programming that is striving to target these identities, Alliance can increase the diversity and reach of its programming to Alaskans in a way that it has not been targeted before.

Alliance is also becoming more generationally inclusive. Respect for Elders is an important part of the Alaskan Native community. The original programming of LeadOn faced a challenge by having the conference empower youth, but also being respectful of Native traditions that give leadership and authority to the Elders in the community (Lewis, 2011). Alliance intends

to develop “mentor” programming that will advance leadership skills of the Elders and adults from the communities in conjunction with the youth. Adults will become aware of inclusivity and inclusive language through the new mentor track of programming and they will be able to incorporate it with what the youth are learning at the conference. It will also help adults develop awareness and language to create cross-cultural and cross-generational relationships. By supporting the adults, Alliance will end up supporting the youth in a more whole way and help develop communication skills and trust with adults. The new skills and trust will help youth when they return to their communities to develop their community projects. At Alliance, participants are asked not only to create and develop multicultural relationships, but also multi-generational.

Alliance will also work to meet youth where they are at today in terms of social media use and technology. To ignore technology is to do a disservice to youth who participate in Alliance. Technology, social media, is a part of the daily life of youth, no matter where they live in Alaska. Rural and city populations of youth are on cell phones and on social media. Alliance will utilize social media more in how we connect with youth by creating workshops on social media safety and awareness, how to use social media in advocacy and education, and how to identify resources in supporting their community projects. Social media is also a way for youth to stay in touch with each other after the conference. Now, Alliance can be a bigger part of their lives throughout the year and not just at the conference. It will continue to strengthen the diversity and relationships that Alliance forges.

Alliance will adjust to fit the current world through more inclusive and more diverse programming. By targeting people and populations in a way that is inclusive of them, Alliance will in turn be more culturally sensitive, as well as create modern programming. For Alliance to

become successful for the next ten years, now is the opportune moment as an organization to look at the conferences roots and then grow our garden in a way that will flourish in the future.

Theoretical Foundations

Alliance will operate under two theories that emphasize having participants take the information received at the conference in November and sharing that information with their community when they begin work on their community projects.

Rogers states “Diffusion is the process in which an innovation is communicated through certain channels over time among the members of a social system” (2011). Information from the top will flow from the participants at the conference down to the community level. Alliance will use this theory to drive it’s programming and it was a recommended theory to use by previous LeadOn documents (Siebold and Plesa, 2016). The term ‘community’ comes up often in developing the programming for Alliance. Defining community in Alaska can happen in several ways, but for the purposes of LeadOn communities are defined simply by the regions the participants live in. These are the communities we ask youth to go back to and disseminate the information they learned at LeadOn. For programming to be successful, community development programming and planning needs to involve the community itself (Rogers, 2011). Rogers indicates that a key element of the beginning of this theory is identifying the Innovators. Innovators are the ones that are open to new ideas and trying them out, which is what LeadOn asks of the youth (Rogers, 2011). By targeting the innovators and bringing them to the conference, they return to their communities and engage with the early adopters by inviting other community members to participate in the planning process. The community event itself targets

the late adopters who are slower to social change but will try out new ideas once it has been tested by a small group (Rogers, 2011).

Alliance will also use The Theory of Planned Behavior (Ajzen, 1991). The theory looks at how attitudes toward action and behavior influence a decision, how social norms of the community and peers influence a decision, and how easy or difficult it is to decide (Ajzen, 1991). LeadOn asked its participants to create social change through its community projects and Alliance will do the same but while utilizing this theory. The design of the community projects asks the participants (the youth and their adult mentors) to change their attitudes towards a social issue that influences their community. The attitude change can be simply framed as taking a negative influence on the community and creating a project that creates education and awareness that will prevent the negative influence from occurring anymore. Creating the education and awareness leads to creating a change in social norms in the community. With the skills and leadership participants take from LeadOn, like in the Diffusions of Innovations theory, they use this knowledge to influence the social norms of the community to also decide about their behavior. In theory, through the community projects, youth influence their peers to also make a social change. The third component is harder to instill through the community projects. The individuals in the community must decide whether the effort that needs to be put into making these decisions to create social change are easy or hard, and if that effort is worth it. The coordinators of the community project must make the idea of this change as easy as possible. If all three of the constructs in this theory cannot be applied, it makes the social change more difficult.

The Theory of Planned Behavior may look like this in a community project: At Alliance the participants are made aware of what a healthy romantic relationship looks like or doesn't

look like. Positive attributes would be things like giving each other private time, showing respect, and not yelling (Loveisrespect.org, 2018). Unhealthy attributes would be things like needing to know where your partner is always, asking for their social media passwords, and not allowing them to see their friends anymore (Loveisrespect.org, 2018). The participants at the conference return to their community and choose to do an awareness campaign at their school that informs people of these healthy and unhealthy behaviors. The participants create poster campaigns, PSA's, and hand out awareness bracelets to their community. Individuals in the community have now learned about the aspects of healthy relationships, and they must decide whether to adopt them. An individual may stop to take a breath during a fight rather than start yelling, or they may choose to let their partner hang out with their friends without them sometimes based on what they learned from their peers who attended Alliance. If multiple individuals do this the community sees change overall and will continue to positively influence their community.

The potential problems with both theories is that they are both very western methods of creating social change. Social theories and innovations like the two mentioned previously imply that there aren't already social innovations at work that were developed by indigenous knowledge (Matthews, 2017). By using these theories to create change in Native Alaskan and immigrant communities it is possible LeadOn may be perpetuating the cycle of colonization by not including already existing indigenous knowledge and social change models that are a part of Native Alaskan communities. Indeed, whether you are Native Alaskan or not, Native Alaskan culture is everywhere in the state, and to not consider using a more indigenous method of social change may be more damaging to the communities Alliance wishes to serve.

The use of these theories could be interpreted as an oppressive act because it prevents the marginalized populations, Native Alaskan, from forming social change methods that work with the values and ideas of their communities (Freire,1996). Even by allowing the participants at LeadOn to decide on what kinds of community change they wish to see, it is LeadOn as outsiders that influence these changes and takes away from the autonomy of the communities (Matthews, 1997). That is why it is important that LeadOn, primarily led by white people in its planning, create deeper connections with Native Alaskan organizations to help create the program of Alliance. In this program plan, Alliance will continue to utilize youth from different communities, but Alliance will continually develop how it uses these theories and Native Alaskan relationships to create inclusive programming. LeadOn will need to adjust and will need to alter the theories it uses to make sure they are not accidentally perpetuating colonization to the communities it serves.

Needs Assessment

To better understand the communities which Alliance will serve, Alliance surveyed previous Adult mentors from 2017 who attended the LeadOn program. The goal of this survey was to assess whether the program planning in previous years created inclusive and diverse programming that were applicable to the communities the youth came from. Questions asked that they rate their response on a scale of “agree” to “disagree” with “neutral” being the middle. Several open-ended questions were also included to allow participants to voice other ideas and opinions not covered in the survey questions.

The overall results of the survey indicated that inclusion and diversity in the programming leaned more towards “neutral”. One element that leaned more towards “disagree”

was if community projects created a stronger sense of community. One individual response noting that they did not believe it made any cultural impact on their community. The community project planning workshops were designed to fit a variety of communities, so it's possible that the content of the program planning workshops was too generic, and therefore not created specifically enough to benefit culturally with any one community. When respondents were asked what they felt the most influential part of LeadOn was, it was related to bettering communities but not the community projects themselves. Several respondents noted that getting to know other communities from around the state was one of the most powerful aspects of the conference in 2017. Other survey responses said that seeing their youth feel inspired to become leaders was also a prevailing aspect of the conference. Regarding the question "What was the most influential part of LeadOn?" One respondent said, "Hearing the kids ask questions and think critically about their identities and how that's all relevant to their leadership development". The concept of networking, identities, and empowering the youth came up in several responses. The Alliance program will address continuing and improving on these issues in the curriculum section of this paper.

When asked if LeadOn, the former program, had culturally relevant speakers and workshops, an answer of "neutral" was a typical response. The "neutral" response to the community planning projects makes sense as that session is kept purposefully generic, but the workshop speakers and workshops HAVE been purposefully selected to be diverse, and diverse when it comes to Native American speakers. In 2017, there were speakers of several nationalities (White, African American, Native Alaskan) and identities (LGBTQ+ identifying, youth, elders). So, to see a neutral response to this question is surprising.

A follow up question to the previous one on the cultural relevance of speakers, was whether “LeadOn creates programming that engages youth from all different backgrounds?” and results from that indicate that respondents leaned slightly towards “Agree” as an answer. This answer means that LeadOn was beginning to fill its goal of creating inclusive and diverse programming, but results were not as significant as they should be. Ideally, “Agree” would have been in more of the responses, so while inclusion and diversity are present, it is not being emphasized. Alliance will strive to improve on the relevance of its programming to its participants from the previous program model.

The survey also asked in an open-ended format how LeadOn could create more culturally diverse and inclusive programming in the future. While answers varied widely from “Too Alaskan Native” and “Not Alaskan Native enough”, a similar answer occurred among several respondents in which people felt singled out by their gender identity, referencing an incident in which as a large group, participants were asked to stand on a side that corresponded to their gender, and if they identified as neither to stand in the middle. Survey respondents did not feel this was inclusive at all and singled people out who did not wish to be. This incident was the motivating factor to making Alliance centered on inclusivity.

It’s possible that the racial diversity of the previous conference, in terms of feeling represented, is adequate based on this survey. The Alliance conference programmers do not feel “adequate” is enough. When striving to create a conference that encourages leadership and networking with new people from different backgrounds, adequate is not enough to sustain the mission of Alliance to create an inclusive curriculum. The future of the Alliance program needs to address where there is a lack of representation and needs to include programming that educates on inclusiveness and its importance and make it a priority. While Alliance wishes to

represent all of Alaska's diversity, that also means that all Alaskans who attend must develop a deeper understanding of communities that are not like their own identity. Participants must not only seek to see themselves represented in the conference, but also endeavor to learn about others and how they are characterized at the conference. Alliance can provide this kind of curriculum and will emphasize the building of new relationships and encourage youth and adults to begin friendships at the conference. Alliance also needs to make presenters aware of our mission and goals for inclusivity and diversity to do everything possible to avoid situations where youth and adults may feel isolated or singled out for who they are.

Interviews were also conducted with former LeadOn staff and programmers to determine how much inclusivity was put into the program design originally and to discuss the origins of LeadOn itself. Previous programmers were also asked where they thought the conference would head in the future. Interviewees generally stated that inclusivity was considered when it comes to Alaskan Native populations but how that knowledge was included was limited to the perceptions of the previous program staff, who have been and are still predominantly white. Interviewees generally acknowledged that developing a more formal relationship with a Native Alaskan entity may help inform inclusive programming in the future.

Ideas were also shared about potential programming changes that were considered for LeadOn but never came to fruition. One of these ideas was to take LeadOn from one annual conference in Anchorage, to smaller regional conferences in the hub communities of Alaska. This gives the regions more power and influence to design the conference to best suit the needs of the youth and adults who would participate. This idea would create more culturally relevant programming for the community but would also be challenging for the main program planners who work out of Juneau, Alaska. LeadOn: Alliance will do its best to have programmers do site-

visits, but that can be financially taxing, and programmers will never know these small communities as well as the people who live there.

Another area several interviewees noted as not being a priority in the past was not engaging with adults as directly as they should. This is particularly important due to the hierarchy found in Native Alaskan communities, where Elders are given the utmost respect. By not engaging with Adults more directly it is possible LeadOn was ignoring important cultural relationships of the communities it serves.

Regarding immigrant and LGBTQ+ communities, there was no specific design element incorporated in past programming to bring in these communities. That does not mean they weren't included, just that there was not targeted recruitment. Past years of the LeadOn conference have included communities with high immigrant populations as well as youth who are LGBTQ+ identifying.

The interviews seemed to note three things that Alliance would need to do or remain focused on to continue being successful. The first is that relationships need to continue to be developed between communities, ANDVSA staff, and youth to continue to build capacity and friendships across the state. The second is that the conference needs to continue to engage with youth at their level, including utilizing social media more to inform and connect with youth. The final is that the Alliance must always keep in mind that the ultimate goal of the conference is to empower youth and give them a voice. Bearing these three goals in mind, LeadOn can move forward as Alliance, where youth from every background can feel empowered and supported.

Goals and Objectives

Alliance is implementing new goals centered on diversity and inclusion that have not been included in past LeadOn programming. These goals should be kept in mind for all aspects of Alliance and its participants.

Alliance Program Goals

- To create programming that is culturally inclusive to Native Alaskans
- To offer workshops from presenters that reflect, as accurately as possible, the diversity of Alaska.
- To create a safe environment in which all participants feel understood, but also understand that other participants must feel safe and understood as well.
- To allow communities to network with each other to create relationships with communities different than their own.

Alliance Program Objectives

- Alliance will develop a native partnership with FAI (First Alaskans Institute) in a way they deem appropriate. Alliance will also create more relationships with:
 - Native Alaskan presenters
 - LGBTQ+ identifying presenters
 - Presenters of a diverse racial background
 - Alliance will seek out potential new presenters with these identities through expanding current relationships, as well as recommendations from other organizations that represent these

identities, such as FAI for Native Alaskan speakers, or Identity, Inc for LGBTQ+ presenters

- Alliance will offer trained advocates who are familiar with concepts of physical and sexual trauma, generational trauma, and emotional trauma for youth and adults
- Conference curriculum will increase opportunities for different communities to work together, not just with their own community
- Alliance will establish at least one regional teleconference after the main conference to help different communities maintain connections

Youth Participant Goals

- To increase knowledge and skills related to healthy relationships, healthy sexuality
- To develop knowledge and skills regarding leadership
- To leave the conference capable of developing a community service project
- To develop relationships with other Alaskan youth different from their own identities

Youth Participant Objectives

- Through workshop presentations by professionals and peer's, youth will increase their knowledge about the different aspects of healthy relationships and sexuality and be able to identify three components of each
- Through workshop presentations and the ability for youth to design and implement their own community projects, youth will develop higher knowledge and confidence regarding leadership

- Through curriculum, workshops, and regional meetings youth will develop and be able to identify as having stronger relationships with their peers from other regions and communities

Adult participant goals

- To develop knowledge and skills related to healthy relationships, healthy sexuality, and leadership
- To leave the conference better able to communicate with their youth
- To create support networks with LeadOn staff and other adult participants who can help support them and their youth when they return to their communities.
- To develop the skills to help their youth create and lead community service projects

Adult Participant Objectives

- Adults will report an increase in their knowledge related to healthy relationships, sexuality, and youth leadership development
- Adults will leave with at least three new strategies to improve communications with their youth.
- Adults will be able to identify at least one new partnership who can support them through community projects.
- Through curriculum, workshops, and technical assistance adults will report feeling confident in their ability to develop a community service project with their youth.

The conference itself is to inform and educate youth and their adult mentors about topics and issues that are relevant to them in the state of Alaska. The education they receive at Alliance

is designed to be a jumping off point for creating their community projects. The workshops often revolve around topics of relationships and sexuality. The goal of these workshops is to increase the knowledge of the participants on topics such as consent, STI's/AIDS, sexuality and relationship language competencies. For example, in 2017 LeadOn brought in a guest speaker who defined language related to LGBTQ+ identities. He was able to discuss terminology like transgender, bisexuality, and pan sexual (as a few examples) and help clarify these terms to youth and adults from more rural communities to help increase understanding. This is an excellent example of what Alliance can provide. It's only in recent years that this expansion of LGBTQ+ terminology has become talked about in mainstream media. By introducing it at LeadOn smaller communities had an opportunity to learn about them and ask questions in a safe space. Then, participants can take this information back to their communities, and they are encouraged to include the healthy sexuality and healthy relationship competencies into their community projects. Going forward special attention will be paid to finding ways to incorporate these topics more fully into community projects.

Program Description

Alliance, supported by ANDVSA (The Alaska Network on Domestic Violence and Sexual Assault), will operate under a diffusion of innovation theory (Rogers, 2011). At Alliance, youth from all over the state of Alaska come to Anchorage to learn about leadership, healthy relationships and sexuality, and community development. Youth and adults hear about this program through schools, community and native foundations, and word of mouth through previous participants. More information about how participants will discover LeadOn is detailed in the Marketing and Student Recruitment sessions. After the conference the youth and their adult mentors go back to their communities and are asked to do a community service project that

transfers this information to others. Further information on this process can be found in the curriculum. Alliance targets rural and Alaskan Native youth to attend this conference and attempts to pay most of the costs to attend the conference. By Alliance offering to pay the costs, this program becomes widely available to communities that would otherwise not be able to afford large costs of air travel. Many of Alliance's participants come from underserved rural regions. Further details on expenditures can be found in the budget.

Youth participants at the conference are between the ages of 14-18. There are no academic requirements to attend Alliance. In fact, Alliance encourages youth and mentors to participate who are often not anticipated as leaders in their community, but they see the need for change and desire to be a part of that change. Alliance does not require any athletic or academic skills as many after-school programs do, just a desire to do something important and be the change they wish to see in the world.

Alliance will work in two parts in terms of programming. The first part is the conference portion in Anchorage, Alaska in November of each calendar year. The length of the conference itself has varied from year-to-year but typically lasts 2.5 days. Alliance will use this time frame for several reasons. The first is that the date of November works best for youth. Summer does not work out as youth all over the state are involved in summer sports programs, as well as school is not in session so it's harder to find adults to participate with youth in the conference. The 2.5 days of the conference are held on a weekend, and only require youth to miss one day of school, usually a Friday, to make flights. The location of Anchorage is a convenient meeting place for all Alaskans. It has the most resources in terms of space and is the most convenient location to fly participants too.

The conference is made up of workshops that are led by motivational speakers and topic related experts. In 2017, speakers included youth peer educators from around Alaska, Native, LGBTQ advocates, Miss Artic 2017, and an Alaskan Skateboarder. These presenters are tasked with creating creative and informative workshops that are approximately one hour in length. LeadOn pays the costs for the travel of the speakers as well as any fees associated with their presenting. More information on kinds of workshops that will be included in the Alliance programing is included in the Curriculum portion of this paper.

The second part of the Alliance program is community project development. While still at the conference youth and their adult mentors participate in daily workshops revolving around planning and designing a community project. In these workshop sessions youth are led by staff and partners from ANDVSA. They help the communities identify their strengths and weaknesses to help generate ideas for their community projects. From this abbreviated SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis communities come up with an idea for a project, generate a timeline, estimate costs, resources, and commitments needed for their project at the conference.

Once they return to their communities they begin work on their projects with technical assistance from the Youth Engagement Coordinator at ANDVSA. Technical assistance and what it means has varied in the past. Alliance will now incorporate programming to promote its inclusion and diversity mission. Technical assistance can be regular check-ins or brief updates on the pace of the project. However, Alliance will include technical support designed to continue relationships building amongst different communities. Further details on this can be found in the curriculum section. The ANDVSA staff also attempts to visit regional sights in support of their events but Alliance wants to make this an opportunity for youth across the state. Like a mini-

exchange program Alliance will provide the opportunity for two communities to visit each other's community events. Youth will assist the home community in the implementation of this event. Ideally this will be a more urban community, such as Juneau, exchanging with a more rural community like Utqiagvik. Further details on this element of programming can be found in the curriculum section.

Curriculum

Alliance will include elements on inclusive language and behaviors as well as adult mentor specific workshops. In 2017, there were a few instances in which insensitive statements or activities happened that marginalized certain populations at LeadOn. Often these were people from a place of privilege not being aware of how their activities or statements affected those in a marginalized position. If Alliance includes workshops on how to use inclusive language, it can avoid microaggressions that may negatively affect a participant's experience.

Conference

Alliance will be adding inclusion and diversity workshops to the regular workshops presented at previous conferences.

Workshops related to inclusion and diversity will include:

LGBTQ+ inclusive language

This workshop will help bring participants up to date on the ever-evolving language on gender, sexuality, pronouns, etc. This is an opportunity in a safe environment to ask questions from experts at Identity, Inc, an LGBTQ+ youth centered Alaskan non-profit.

Identity Panel

This is a multi-layered, multi-faceted panel that will include individuals representing men, women, white, Alaskan native, immigrant, and LGBTQ+ identities. This panel will discuss healthy relationships and life challenges as seen through the eyes of their communities.

Social media and safety

Generation Z is the first generation to have grown up with constant access to the internet on their phone. However, there are ways to be safe on the internet and avoid potentially risky situations. In this workshop youth and adults will learn about the pros and cons of having the world at your fingertips.

Youth advocacy

Considering that youth advocacy and speaking out are a hot topic for teenagers in 2018, it would be a mistake on the part of Alliance to not create workshops that help youth understand how to advocate for themselves with their local political representatives. These workshops will include the policy analyst of ANDVSA, who will work with youth to help them figure out how to talk to their state representatives, a letter writing campaign workshop, and including an Alaskan Native advocate who will also educate on how to create policy change for youth.

Mentor track

Alliance will introduce a “mentor track” at the conference that is designed to have programming that will specifically target adults and assist them in developing communication skills to better understand their youth as well as deeper information about how to plan community projects. One of the reasons for this change in programming is that through the technical assistance provided for the 2017 conference, it was discovered that there were some

gaps in adult learning for how to implement projects in their communities, particularly in rural parts of the state.

Examples of Mentor Track Workshops

Teen speak

This is a workshop in which learn the communication skills needed to speak with their teens about difficult topics and risky situations. Examples of skills learned are asking open ended questions and allowing them to choose when to speak on these issues (Salerno, 2017).

Letting youth lead

When it comes to the community project planning, it can be difficult for adults to let go and allow youth to take over responsibilities. This workshop is about how to best guide youth to be confident in setting up a project, and not unintentionally do their job for them.

Finding resources

One of the biggest challenges of creating a community project is getting other people and organizations to invest their time or money. This workshop will help identify those organizations and how to reach out to them.

Please see *Appendix D* for the general LeadOn schedule.

Community Projects

The creation of the mentor track also helps create a smooth transition into the second part of Alliance programming, the community project. Community projects operate with technical assistance that is specific to the needs of each region and the needs of the community projects.

Alliance will support community projects through the support of mini-grants. Alliance will add two new elements to the community project programming.

Regional meeting

All communities that receive grant funding for their community projects will be required to attend a regional meeting via video and teleconference the following March after the Alliance conference. Alliance will hold regional meetings for the hub communities in Alaska. The meeting will be held via a video/teleconference. Communities will share the progress for their own projects as well as local resources that other communities in the region might be able to utilize. An example of how this would work would be the area surrounding Nome. Nome, AK is considered a hub city with many small communities/villages surrounding Nome. Nome has more resources than the smaller villages, but the small villages might not be aware of them. The community that attends Alliance from Nome would likely have useful information for surrounding communities. Connecting Nome and the smaller communities allows them all to share similar struggles as well as resources, creating stronger bonds and communities. For communities that are new to Alliance, or smaller communities with less resources technical assistance is usually more intense and requires offering more information in terms of creating successful projects. Technical assistance can also include more general support by offering video conferencing and webinars for general community development and planning.

Youth site visits

Almost like a mini-student exchange program, two communities who participate at Alliance will have the opportunity to visit each other's community projects. The city of Anchorage is a hub of activity for all Alaskans, but bigger cities like Juneau and Fairbanks are

not often visited by more rural communities. In the reverse, youth from some of the bigger cities never have an opportunity to visit small rural communities in Alaska. Youth site visits give these participants the opportunity to continue to develop the relationships they made with other youth at the conference, in person, and not just over social media or the phone.

The site visits not only offer the ability to see how other communities in Alaska live, but also how other communities create their projects. In the past rural communities have often included many cultural elements into their program, like native dance, and bringing in youth from city populations will help them develop their cultural understanding through their projects. In the same way, youth who come to a larger city will see how the more diverse populations work together to create programming that speaks to all different communities.

Please see *Appendix F* for a timeline of the community projects.

Staffing Plan

ANDVSA provides some staffing for Alliance, but many positions are held by volunteers. This project is co-led by the Prevention Director at ANDVSA and the Youth Engagement Coordinator. The Youth Engagement Coordinator primarily works in logistics and programming for Alliance and the Prevention Director oversees the programs and helps establish directives. In addition to the programming staff there are also workshop speakers, and peer educators that are either paid a stipend or act as volunteers to Alliance.

ANDVSA Staff

ANDVSA sends several representatives from ANDVSA staff to help support Alliance. The Prevention Director and Youth Engagement Coordinator are required to attend as they are

the main program planners. Including other ANDVSA staff is dependent on availability and interest to attend.

Workshop Speakers

Alliance has a resource list of speakers previously used for the LeadOn conference. Alliance strives to keep the content fresh and interesting and is always seeking out new speakers to come to the conference. Alliance programmers will seek out speakers who are proficient in speaking with youth by looking through online databases of motivational speakers as well out a general call to potential speakers through our social media. Alliance often gets recommendations from mentors from established Alliance communities on speakers they are aware of that might be good to present.

Alliance will ask potential speakers to write a one-page abstract describing their workshops and the learning objectives or goals and how they are relevant to Alliance. Alliance can pay speakers stipends for their services if they so request. For more information on Speaker expenditures please see the budget. Speakers will also be asked to sign for services prior to their flights being booked for the conference (*Appendix E*).

Workshop speakers will also be asked to submit an abstract this year for what their intended workshops will be about and will also sign an inclusivity statement like the youth and adult participants have done in the past.

Peer Mentors

Alliance will utilize youth presenters as some of its workshop presenters. Youth presenters will be older teens and have participated in the original LeadOn in past years. They

are typically affiliated with a community peer education group, such as Teen Council, supported by Planned Parenthood of Alaska. This will be known as an Alliance Peer Mentors. In addition to their workshops they present, youth were also asked to be room hosts and assist other workshop presenters in their presentations. They will help administer surveys and clean up the room. They will also participate in community planning sessions as they have already completed community projects in their own communities. One issue with this role in terms of inclusivity is that this position and most of the youth who do workshops for Alliance are often from larger communities, such as Juneau, Homer, and Sitka. The Peer Mentor role will be specially marketed to rural communities that might have youth interested in taking an expanded role at LeadOn and will have a spot unofficially reserved for a rural community that wishes to run a youth-led workshop. The Youth Engagement Coordinator will assist the smaller communities in developing a workshop and how to lead a presentation with the support of their adult mentors.

Other Volunteers

Several Volunteers from around the state will come to Alliance. While some are assigned specific roles, volunteer roles can be a bit more fluid in expectations. They are often expected to run community planning sessions, assist the ANDVSA staff, or act as advocates. These volunteers are generally other public health professionals, prevention workers, and program evaluators.

Planning Committee

Prior to the conference itself Alliance will form a planning committee made up of youth and adults to help make decisions for that year's conference. There are challenges to inviting youth at this early stage in the program. With a program as large and as expensive as this, it has

been challenging to give youth a meaningful role in the planning committee in the past. This is an opportunity for youth to begin to develop meaningful relationships with their adult mentors and with the Alliance staff and volunteers, but they must be specifically invited. Youth may not have an interest in participating in this committee if there is no meaningful pay off. The responsibilities of the planning committee may vary from year to year, but to create more meaningful experiences for youth and their communities the following considerations are being implemented for the 2018 planning committee.

- Each community must have an adult and youth committed to participating in at least 4 planning committee sessions
 - To create buy-in for youth, youth who attend at least 4 meetings will be able to attend LeadOn without having to apply.
- The committee will be made up of half well established communities and half rural or communities who may not have attended LeadOn in the past.
 - The goal of this is too beginning to establish relationships with adults and youth across the state early. Ideally, youth and adults who participate in this committee will recognize friends by the time they arrive at the conference
 - This also ensures that those who are racially privileged in Alaska do not dominate the decisions made for the conference.

Program Marketing

In past years LeadOn has primarily marketed to already established community partners, such as domestic violence and sexual assault prevention programs that have worked with

ANDVSA's youth partner organizations. In addition to marketing to these previous partnerships, Alliance wishes to create new relationships with Alaskan Community Foundations, Native Corporations and school districts that all have their own local chapters. Alliance will send out informational press packets that will be sent to new/newer and rural communities to participate in Alliance. This is the first year in which direct marketing campaigns are being created to entice new communities to apply. This informational packet will include an invitation letter that explains the project and how it can benefit youth, adults and their community. It will highlight a story of a LeadOn/Alliance success project and will contain applications for youth and adults. Please see *Appendix I* for an example.

These packets will be sent via the mail to approximately 10 pre-established communities, they will be sent to guidance counselors, Prevention Directors and leaders, Native Corporation directors, and School Principals. These people have often been advocates for youth in the past, as well as people who understand the mission and purpose of Alliance. Schools are also often hubs of their communities in Alaska, and in terms of creating community projects, are very active in helping youth lead these projects.

Application materials and information will also be shared on Alliance social media and website, including links to downloading application forms. Applications and an introductory email will also be sent to mentors from the previous conferences.

Participant Recruitment and Admissions

Using the Diffusion of Innovations theory, Rogers Identifies targeting specific individuals to be the innovators and early adopters of social change (Rogers, 2003). Innovators are defined as “those who desire to pursue new ventures and new ideas, even across great

distances” (p. 282). Rogers suggests that after Innovators, Early Adopters are another good target for social change agents (Rogers, 2003). While Innovators are the ones who run head first into accepting change and become the people who initiate it, early adopters are not far behind. They will often follow the innovators closely and are usually a small group that will take on the challenge of new innovations but are not necessarily the ones who come up with the ideas for change. Recruiting factors will be based on identifying the Innovators and Early Adopters in Alaskan communities.

So how will Alliance identify who these youths are? It is not just the youth that need to be the innovators and early adopters, it's also the adult mentors who accompany them to the conference and help them with community projects. First, promotional materials will be targeting teacher, Guidance Counselors, and Principals in the different school districts in Alaska. Recent interviews with past programmers of LeadOn indicate that educational communities in villages are a good target for recruitment. Educators are committed to learning and developing the lives of youth and are often excellent sources of leadership in their communities. Educators also understand project development and planning due to the line of work they are in. Education professionals also have a deeper understanding of youth, but also a professional relationship with the youth where the mentorship can be the focus and is not centered on the parenting of the youth.

One of the limitations of working with educators is that they can often target “all-star” students to participate in Alliance. Examples of this might be academically gifted students that are often assumed to be good choices for leadership in their community. While these students are good choices for Alliance, Alliance also strives to empower youth who are diamonds in the rough and are not necessarily the first thought when it comes to community leadership.

Beyond the education institutions in communities, Alliance will also send recruiting materials to Native community organizations as well as member programs affiliated with ANDVSA. ANDVSA acts as an umbrella to domestic violence and sexual assault organizations across the state. These member programs often have people dedicated to prevention in their communities and many run peer education groups and youth organizations. The youth who participate with these prevention programs are excellent candidates for Alliance as they are already acting in social change agent roles in their community, and their involvement is not based on their grades.

Alliance will welcome parents and families who wish to participate in the conference, and while this creates an excellent bonding experience for them, it is often more difficult to create community projects with a family unit. We will continue to welcome parents as mentors with the youth they bring, but with a “Mentor track” in the curriculum Alliance hopes to find ways to help parents understand how to lead their youth, rather than assume a role of parental authority that can take away from the empowerment Alliance is trying to give youth.

One form of selecting recruitment sites is by identifying communities that would most benefit from Alliance. In the past, LeadOn often saw less participation from larger cities like Anchorage and Fairbanks. The larger communities often have more opportunities to bring youth to conferences because of their population size and central location. Alliance will target smaller and more rural communities to attend the conference. Special attention will go towards communities that have not participated in previous incarnations of Alliance in the past or have not attended for several years. For example, Utqiagvik, a small town formerly known as Barrow, is located at the northernmost point of Alaska. They have attended the previous LeadOn conference in the past but not in recent years. However, Utqiagvik youth have been community

advocates and have already instigated social change in some ways in their hometown. The name change to Utqiagvik was a youth supported decision to help reclaim their native language, which is becoming lost to younger populations (Demer, 2016). Utqiagvik is also home to the only tribal university in Alaska, Illisgavik (Illisgavik.edu, 2017). This college is a resource to youth in their community to educate and inform youth while keeping their community traditions. This makes Utqiagvik a prime candidate for Alliance. It has a rural and remote population that is not able to access resources of larger communities. It also has shown that youth-led social change is already important to them. Utqiagvik also has education resources and leaders to help inform community projects.

Alliance will make the planning committee more youth-led, rather than professional led. As a way to help recruit youth for the planning committee, they will be given admission and scholarships to the conference as an incentive to participate. Alliance plans an in-person workshop in Anchorage that will invite youth to participate in the planning committee process. Alliance will pay to have several youths to travel to Anchorage for a weekend where, as a group, youth from all over the state will create the theme of Alliance for the coming year, address strengths and weaknesses of the previous conference, and how to create more inclusiveness in the 2018 conference.

By bringing the youth together in the very beginning they can make face-to-face relationships with other youth who will be participating in Alliance. They will also begin to make face-to-face relationships with the Alliance staff. It's also a way to give more authority to youth who have attended past conferences and a bigger role.

After the summer session, planning meetings are held via teleconferencing, which makes being dedication to the committee challenging. Rural communities often have spottier internet

access and poor cell phone reception. Not being able to have in-person meetings also may make individuals, who are busy, feel their contributions are less important.

The planning committee is a crucial place to find the innovators that Rogers says are crucial to the diffusion of innovations (2003). Innovators are defined as “those who desire to pursue new ventures and new ideas, even across great distances” (p. 282).

Logistics

Planning for Alliance happens even before the last conference has ended. Reserving a space in Anchorage is a primary concern as there are few locations that can fit the amount of people Alliance has in attendance and that can accommodate adults and youth. Appropriate conference workshop spaces also need to be identified. Transportation is also a concern as participants come from very rural regions and often must take several flights to reach Anchorage. Please See Appendix F for a timeline of events.

Location and Timing

Anchorage is a central meeting point for all of Alaska and has the most resources available, so it is the most logical meeting spot for a conference of this magnitude. November was chosen as the best time of year to have the conference for several reasons. One is that summer seasons are very busy for every part of the state. In Alaska summer is the only time to take advantage of good weather, which means many residents take vacations. Hunting and fishing season in Alaska, where subsistence activities are important to families and communities, also take priority in summer. November is also soon enough after the start of the school year that youth are not so invested in activities and schoolwork yet that they have time to participate.

Alliance will take place over three days, generally on a Friday through Sunday. This prevents youth from missing too much school. Youth arrive the night before the conference, in the evening to minimize time away from school.

Alliance has identified two specific conference locations to use as they suit the program the best. The first is that Friday and Saturday of the conference are held at the BP Center (owned by BP Energy company) due to appropriate size of the space as well as the cost, it's free to use on Friday and Saturday. The Embassy Suites also provides overnight accommodations as well as conference space on Sunday. The BP Center is not open Sundays, so the conference moves to the Embassy Suites for workshops.

The Embassy suites is designed with a living room, kitchenette, and bedroom for participants. This works well as we require mentors to room with their youth. This causes some issues depending on the relationship between the youth and their mentors, occasionally mentors are not allowed to share rooms with their youth depending on the rules of the organization they are affiliated with (often counselors and social workers face these issues). However, the bedroom and the living room are separated by a door and often youth will take the bedroom and adults can room on the fold-out couch in the living room. Alliance has considered looking for a lower cost hotel for the conference, but the ability to have mentors monitor youth in the same room is very beneficial and has lowered the chances of incidents amongst youth (Such as sneaking into each other's rooms, underage drinking, etc.).

Reservations for BP center are first come first serve and the earliest you can reserve space is one-year in advance. To the low-cost and quality of the BP center space books up fast. It is advised to email the BP center reservation center at Midnight of the year and month prior to

when the conference will be. For example, 2018's conference e-mailed the reservation center at Midnight on November 1st, 2017. This is the best way to assure that Alliance secures a good date for the next year's conference. Failure to do so may mean the conference takes place during sports season for schools and retaining participants may be a challenge.

Transportation

Almost all participants and staff for Alliance are flown in to Anchorage. Alaska has several hub communities that fly with Alaska Airlines to Anchorage. Smaller communities connect via several small airlines in Cessna planes.

From the Anchorage airport to Embassy suites, a shuttle is provided by the hotel. However, flights tend to cluster their arrival around the same time and this can cause long waits for the shuttle. It is advised to stagger flight arrivals as best as possible or to inform Embassy Suites if a large group of people is arriving at the same time to avoid congestion.

While at Alliance, participants are bussed from the Embassy Suites to the BP center for the Friday and Saturday portions of the conference. No transportation is needed on Sunday since the event is in the hotel.

Alliance staff generally rent two cars for themselves to run errands, pick up elder speakers, and in case of emergencies. These cars are not for the use of conference participants, however in the evenings the cars can be used to pick up and drop off participants at the discretion of staff as shopping is a common night time activity.

Food

Embassy Suites provides breakfast in the morning and is included in the cost of the hotel. At the BP center lunch is catered by the BP Center. On Sunday, lunch is catered by the Embassy Suites staff, as well as dinner on Friday and Saturday. Coffee and water also provided by the BP Center and Embassy Suites all three days.

Health and Safety Plan

No health and safety plan has been recorded for previous variations of the conference. Going forward this plan can assist participants and staff in planning for health and safety in the future.

Mental Health

Due to the topics covered at the conference, as well as the large amount of historical trauma in Alaska, it is important to keep in mind the mental health of participants, adults and youth.

While at Alliance trained advocates are available to speak with all day. These advocates are trained to handle interventions revolving around domestic violence and sexual abuse. Many of these advocates are also trained in working with Alaskan Native populations.

It is important to consider the mental health of our participants once they leave the conference as well. Alliance will be a very busy and active conference and often it is not until participants return home they connect the content of the conference to their own experiences. For after the conference participants will be given a resource booklet that they can use at home, and this is a new resource being offered this year. This will include local resources or resources in

hub communities they may wish to access, as well as targeted hotlines and online resources for different issues (Suicide, DV/SA, LGBT, etc.). This resource booklet will also include information specific to Alaskan Native resources. For example, there is a national organization called Wellbriety that offers resources on alcoholism for youth and adults and is specifically designed for Native American populations.

Physical Safety

Because this event revolves around teenagers and other vulnerable populations, it is important that safety be the first concern as soon as youth and mentors depart for Alliance. The following steps have been taken to insure safety. Due to the unique challenges of Alaska, exceptions can be made to these rules on a case-by-case basis and with consent from parents. For example

- 1) Once youth board the plane to attend Alliance, they must be in the custody of their mentors always.
- 2) Mentors and youth must stay at the approved Alliance hotel throughout the duration of the conference.
 - a) Youth will be required to stay with similar-gendered adults.
 - b) Alliance wishes to acknowledge transgender and non-gender binary youth and will consider alternate housing arrangements as necessary.
- 3) All events and workshops are mandatory unless otherwise noted. It is expected youth and adults will commit to attending the entirety of the conference.
- 4) Youth and Mentors will be in their rooms by 11pm each night.

- a) Youth are allowed in other youth's rooms prior to 11pm and with the consent and knowledge of both adult mentors.
- 5) There is no alcohol, smoking, or drugs allowed in the hotel or conference centers at any time.

In addition, participants are asked for numbers for emergency contacts when they register, as well as allergies that need to be considered in case of emergency. Alliance staff is provided these allergies as well as information about hospitals and urgent care. The Director and Youth Engagement Coordinator are on call 24-7 in case of emergencies. The hotel staff is also made aware of staff emergency numbers in case of incidents.

Crisis Management Plan

Alaska faces unique challenges in its landscape and weather, particularly in November. Also, the nature of the subject matter at Alliance can lead to triggers and trauma that may turn into crisis moments during the conference. There is no previously recorded crisis management plan for the conference, despite the existence of crisis situations. The creation of this plan going forward will assist participants and staff of Leadon and avoid panic situations.

1. Earthquakes

Alaska is prone to earthquakes year-round and it's important to be aware of what to do in an Earthquake situation. It is likely that youth in Alaska were raised with awareness of what to do in earthquake scenarios. However, it is important to provide the latest up to date information in Case of an emergency. See *Appendix A* for Earthquake safety procedures.

2. Snow

Alaska is a large state and snow may affect communities in different ways. Alliance understands that snow may delay travel plans or cancel them all together. Please see *Appendix B* for information on procedures to follow in case of snow delays/emergencies.

3. Health and safety interventions

Alliance deals with heavy content that can cause concerns over the safety and well-being of its participants. While Alliance makes every attempt to circumvent these situations before they hit crisis level, it is important to be prepared to deal with participants who may need medical attention. Please see *Appendix C* for further instructions.

Budget Notes

Alliance is a costly conference due to the distance that must be traveled by all its participants and it wishes to remain cost free for participants. Alliance is funded solely through grant support. Please See *Appendix H* for budget details.

Workshop Speakers

All workshop speakers will be given a contract and a w-9 form prior to their flight being booked for Alliance. Flights will not be booked until ANDVSA receives their W-9 and contract. Part of their compensation includes flights, hotel, and food at the conference for the duration of their stay.

ANDVSA Staff

Will be compensated like normal according to the policies and procedures of ANDVSA and their employment agreement. They will be provided flights, hotel, and food while at the conference.

Volunteers

All Volunteers will be provided their flights, hotel, and meals at Alliance. No other compensation will be provided for volunteers.

Evaluation team

Evaluation is contracted to an outside company and that contract is negotiated with ANDVSA, detail of their financial arrangement is provided in that document.

Participants

Alliance will provide flights, hotel, and food for 2-3 participants and one adult mentor per community. The amount provided to participants depends on the size of the community, Alliance's budget, and amount of communities who apply.

Evaluation Plan

Alliance contracts out most of its evaluation to an outside firm. They provide pre-and-post workshop assessments of the conference and provide this information to Alliance and ANDVSA for reporting purposes. These surveys are specifically for the youth and adults at Alliance and are filled out at the conference with paper and pen

Alliance attempts to do short informal surveys to survey participants on what they learned from workshop presenters to assess whether they should be invited to return in future years. This will be done as a sticker survey upon exiting a session. Participants are given small stickers and are asked to place their sticker on a piece of paper that either indicates key words about how they feel about the session or scale of 1-10 how effective they felt the presenter was. Peer Mentors will help regulate this process as youth and adults leave the session.

The planning committee also holds one final meeting post Alliance, within two weeks of the end of the conference if possible. By holding this final meeting, the conference is still fresh in the mind of the planning committee. This is an open discussion to share thoughts, concerns, and general impressions of the conference.

Conclusions/Implications

Through interviews with individuals associated with the former LeadOn conference over the last few years, it was generally concluded that while LeadOn was an amazing program, it has generally been planned and run by white women. Alliance must be constantly aware as to whether the programming it develops is what is best for the communities it serves or is the program in the best interest of the COMMUNITIES it serves. This awareness needs to be constant in all programming. One way to solve this issue is to invite more native, immigrant, and LGBTQ+ communities to participate in the planning of Alliance, at the planning committee level. Alliance will also strive to make sure workshop presenters are of a variety of backgrounds and identities.

Alliance will develop deeper community partnerships with Native Alaskan organizations. Most of the youth Alliance will serve are Alaskan Native, however those youth are not targeted

enough in the planning process. While the program planners of Alliance wish to develop deep relationships with these organizations there may be limitations to what the relationship can be. For example, Alliance has no budget to pay and compensate these organizations for their time and efforts. Alliance, like all non-profit funded projects, answers to its funders and there may be limitations as to how much influence outside organizations can have on the project.

If Alliance does not strive to be as inclusive as possible it risks becoming irrelevant. Additionally, this document needs to be a living breathing document to help guide future program leaders of Alliance. It needs to be able to adapt and change with the skills of its writers and to meet the needs of the youth it wishes to empower.

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APPENDICES

Appendix A

Crisis Management and Safety

(Earthquake Country Alliance, 2018)

Please share this information with your youth before departing for the Alliance Conference

Earthquake Safety Procedure

When Shaking Begins:

- **Drop to the ground** where you are.
 - This protects you from Falling
- **Cover your head** and neck with one arm
 - If there is a table or desk nearby, crawl under it for protection
- **Hold on** and don't move until shaking stops.
 - Flying debris and falling are most likely to cause an injury

What not to do:

- **Do not** stand in the doorway
 - Modern doorways at the BP Center and Embassy Suites are no stronger than the building itself.
- **Do not** run out of the room or to others during shaking
 - This increases the risk of falling, and exterior walls and windows are most dangerous
- **Do not** use the "Triangle of Life"
 - If you are familiar with this theory, of crawling next to a table rather than under it, you are more likely to survive and avoid debris under a table rather than next to it.

Once the shaking has stopped:

- Follow the emergency procedures for evacuating the building (If necessary) that are posted on the back of your hotel room door and the back of the doors at the BP Center.
- Please make sure you have located and checked in with all your youth.
- Once you have located your youth please let the Coordinators know in person or via text (their numbers are located on the emergency contact list in your nametag)
- When Embassy Suites and/or BP center have stated it's safe to go back in please proceed to where instructed or towards where you were prior to the earthquake.

Appendix B

Snow Delays and Emergencies

Procedures for delayed travels to and from Alliance

To Alliance:

- If your airport has reported potential weather delays, please let Alliance staff know as soon as possible
 - Their phone numbers and contact information are provided in your welcome package.
- Once you have confirmed that a flight is cancelled or delayed please let Alliance staff, so we will know when to expect you.
 - The hotel is aware in advance that schedule changes may occur, but we need to notify them if we cancel a room for the night.
- The airline should automatically rebook you for the next available flight and inform you. If they do not do this once a flight is officially cancelled, please call Alliance staff so we can assist.
- It has happened in the past where it is not possible to leave your community during snow and other inclement weather before the Alliance conference ends. If flights are repeatedly cancelled and you are unable to leave your community to attend the conference, please let us know as soon as possible.

We understand this is frustrating and it's hard to decide to not attend the conference, please know Alliance supports your decisions as we know it is made with the safety of the youth in mind.

From Alliance

- Alliance staff will notify participants if there are expected delays from the Anchorage airport.
 - Please also keep an eye on your tickets online and let Alliance staff know if you see any delays.
- Please keep track of weather in your home community and let Alliance staff know of potential delays or cancellations.
 - We can stay extra nights in the hotel, but the sooner we can be informed the more the hotel appreciates it.
- Airlines should automatically rebook you for cancelled flights, please let Alliance staff know if your flight is cancelled and they do not contact you.
- Occasionally flights are not cancelled until participants reach their hub communities. Alliance will cover your hotel stay in a hub community if travel is impossible once you depart your first flight.
 - Please contact Alliance staff once you know you will need to overnight.

Appendix C

Health and Safety Interventions

Procedures if you are concerned a youth or mentor may be a danger to themselves or others.

- Please take any threats or concerns seriously. If a participant is threatening bodily harm to others or themselves, please inform Alliance staff immediately.
 - Alliance maintains staff and volunteers who are trained in crisis management situations
 - Mentors and/or Alliance staff will consult with each other as well with parents of youth to determine if a serious course of action may be needed.
 - This can include returning home, seeking out medical help, or involvement of police authorities.
 - Information about nearest hospitals and urgent cares are available at the Alliance table every day, or please contact one of the Alliance organizers for specific directions or information.
 - Alliance cannot recommend hospitals or urgent cares since everyone's insurance varies.
- If a threat is immediate and imminent, please call 911!
- Youth are not allowed to consume alcohol or drugs while at Alliance
 - If a youth is found with these items they may be sent immediately home
- Adults are not allowed to consume alcohol or drugs while on the premises of any Alliance event or activity.
 - While many of our adults are over 21, not all are.
 - Moments of free time are yours to do with as you wish, however remember that you are here to mentor and Chaperone your youth and they are your number one priority.
 - Any adult committing acts that are considered illegal by the state of Alaska or United States Federal Government may be asked to return home.
 - No alcohol may be consumed in the presence of underage youth.
- We understand that a visit to Anchorage may be an opportunity to visit family and friends, and we welcome that during free hours.
 - However, the rooms are for designated Alliance guests only, and only those assigned to the room should be allowed to sleep there.

Appendix D

Alliance General Schedule

Friday Schedule

8:00-9:00am	Breakfast at Hotel				
8:45 am	Board Bus to BP Center				
9:00am-10:30am	Welcome and Opening				
10:45am - 11:45am	LGBTQ+ Language Workshop	How to create a community Project	Social media literacy	How to talk to teens	Letting Youth Lead
11:45am-12:45pm	Lunch				
1:00-2:00pm	Community Project Planning	Community Project Planning	Community Project Planning	Community Project Planning	Community Project Planning
2:15-3:30pm	What is a healthy relationship?	Identity Panel	How to create a community Project	Healthy Sexuality	How to be a youth Advocate
3:40-4:45pm	How to ask for funding	Social Media Safety	Leadership through storytelling	How to be an ally	How to break free from unhealthy relationships
4:45pm	Board Bus to Hotel				
6:00-7:00pm	Dinner at Hotel				
7:00-9:00pm	Craft night!				

Youth focused workshops Neutral Workshops

Adult focused workshops Community Workshops

Appendix E

Speaker Contracts

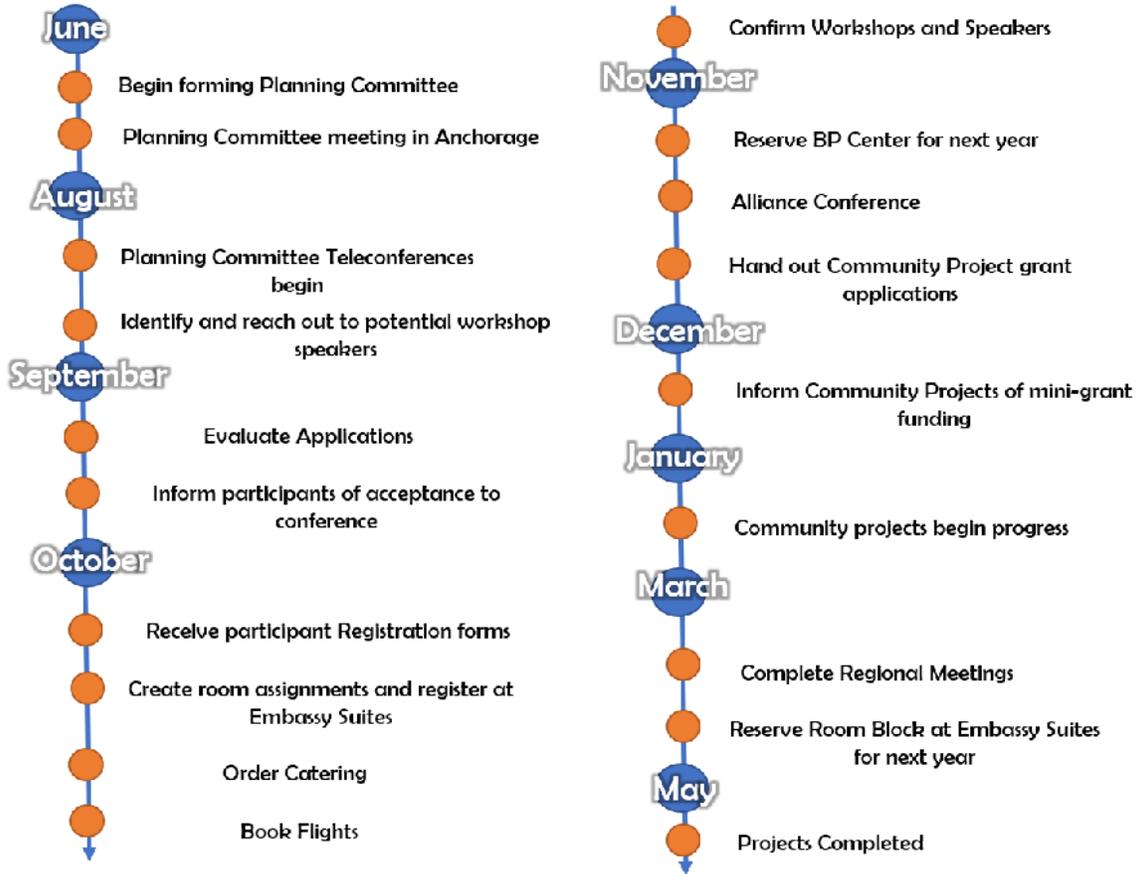


PROFESSIONAL CONTRACT

Contractor Contact	Subcontractor Contact
Agency Name LeadOn: Alliance	Agency Name
Contact Person	Contact Person
Street/PO Box	Street/PO Box
City/State/Zip	City/State/Zip
Phone	Phone
<p>AGREEMENT</p> <p>LeadOn: Alliance (hereafter 'Contractor') and _____ (hereafter 'Subcontractor') agree as follows:</p> <p>The contractor will pay the subcontractor for the performance of the project work under the terms outlined in this agreement.</p> <p>The subcontractor will present 1 workshop at the LeadOn: Alliance Mini-summit for the dates of November ____, 20__.</p> <p>Contractor will pay for airfare, hotel, ground transportation to/from airport and hotel.</p> <p>Meals will be included at the conference.</p> <p><u>This agreement is not an offer of employment nor does it create an employment relationship.</u></p>	
Contractor	Subcontractor
Signature	Signature
Printed Name and Title	Printed Name and Social Security Number
Date	Date

Appendix F

Timeline



Appendix G

Survey Questions

1. LeadOn prepared my youth to do a community project that was relevant to our community

Agree Neutral Disagree

2. LeadOn Created a conference that made me feel closer to my community

Agree Neutral Disagree

3. What was the most influential part of your experience at LeadOn?

4. LeadOn had culturally relevant guest speakers and workshops

Agree Neutral Disagree

5. LeadOn creates programming that engages youth from all different backgrounds

Agree Neutral Disagree

Appendix H

Budget

	Estimated Cost
Site	
Embassy Suites Hall Rental	\$20,900.00
Hotel lodging	\$25,500.00
BP Center	X
Total	\$46,400.00
Staff Travel	
Airfare	\$2,020.00
Per Diem	\$700.00
Taxi/Ground Transportation	\$800.00
Mileage	
Total	\$3,800.00
Participant Travel	
Participant Airfare	\$ 35,000.00
Total	\$35,000.00
Contractual - Speakers/contractors	
Speaker / contractor Fees	\$9,500.00
Speaker Airfare	\$3,000.00
Total	\$12,500.00
Other	
Rental Car	\$400.00
Transportation-Bus	\$1,800.00
Program Supplies	\$2,500.00
Total	\$4,700.00
Program Supplies	
Food	\$15,000.00
Gifts and Door Prizes	\$250.00
Total	\$15,250.00
Total	\$117,650.00

Appendix I

Application

Page 1 of 8: Youth Application

**LeadOn: Alliance**

Please return the letters of support and the application by one of the following dates:

Nov. ____, 20__ Anchorage, AK

September __, 20__

Name: _____

(Please write it as it appears on your ID)

Last

First

Middle

Date of Birth: _____ Mailing Address: _____

City, Town or Village: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Email: _____

Who is your adult mentor? _____

*You may turn in an audio/video version of this application
Please type answers on a separate sheet of paper*

Send all materials, including one letter of support from someone in your community who would help you complete a community project when you return from the mini-summit (see Letter of Support) to:

LeadOn: Alliance
 Attn: Megan Juneau
 130 Seward Street, Suite 214
 Juneau, Alaska 99801
 Tel: (907) 586-6566
 Fax: (907) 463-4493

Page 2 of 9: Youth Application

Each participant will bring skills and ideas from Lead On back to their communities in order to plan and carry out a youth-led community project. Please answer the following questions about yourself and your community.

1. Why would you like to attend LeadOn: Alliance?
2. What do you like to do in your home community? (List your favorite activities at home, school, church or other groups you are part of or activities you do after school).
3. What ideas do you have for helping your community be happier, safer and healthier?
4. Who is someone that you see as a leader in your family, school or community and why?
5. What is a challenge you see in your community that you would like to focus on preventing and why? (For example: tobacco use, bullying, dating violence, teen pregnancy, etc.)
6. Healthy relationships and healthy sexuality are important parts of LeadOn: Alliance. Why do you feel it is important to talk about these issues?
7. Do you think it's important for everyone to feel accepted? Why?
8. Do you need a scholarship to attend LeadOn in Anchorage? Yes No
9. Have you attended LeadOn in the past? Yes No

Parent/Caregiver's Name(s) _____

Parent/Caregiver's Phone Number _____

Parent or Caregiver Signature Date

Youth signature Date

Contact Megan Juneau at mjuneau@andvsa.org
Phone: (907)586-6566 Fax: (907)463-4493
130 Seward St. # 214 Juneau, AK 99801



LeadOn: Alliance

Scholarship Application

Youth and adults who receive scholarships are expected to plan and implement youth-led projects in their home communities following Lead On.

1. If we could only pay for part of your travel, do you know of any agencies or persons that would cover the rest of the cost to attend Lead On? If yes, please name the organizations/individuals and state the ways they would be able to help.

Name of Person/Organization

Phone Number

What part do you think the other agencies or persons could help pay for?

- Travel
- Lodging
- Food and Registration Fee

Contact Megan Juneau at mjuneau@andvsa.org
 Phone: (907)586-6566 Fax: (907)463-4493
 130 Seward St. # 214 Juneau, AK 99801



LeadOn: Alliance

Youth Applicant: Please give this form to an adult from your community who would help you complete a community project when you return from the mini-summit. We prefer this letter to come from someone who is *not* your chaperone.

Adult Community Partner Letter of Support

_____ is applying to attend Lead On for Peace and Equality in Alaska.
Name of applicant/youth

LeadOn: Alliance will take place in Anchorage on November __ - __, 20__. The conference provides Alaskan youth the opportunity to come together and discuss issues around youth leadership, healthy relationships, sexuality, and develop a community project

Please answer the questions below in support of youth, or attach your own letter to the application

Please fill out the following questions regarding the youth applicant:

1. How long have you known the applicant and in what capacity (teacher, church, ~~etc~~)?
2. Please describe the leadership qualities or the leadership potential of the applicant.
3. How would LeadOn: Alliance help the youth be a stronger member of the community?
4. Please describe how the applicant works with others in his/her community.

Please contact Megan Juneau with any questions or send letter to:
Phone: (907)586-6566 **Fax:** (907)463-4493
Mailing Address: ATTN: Megan Juneau
130 Seward St. # 214
Juneau, AK 99801