

Envisioning and Planning the Community Challenge

Step Two: Invite and Gather a Diverse Planning Team

Using the concept defined in step one, [Define and Articulate the “Community Challenge.”](#) ensure you have created a welcoming and accessible environment for diverse planning committee members to engage.

Number of People:

The number should be manageable (5-8) and include diverse people representative of the community demographics, especially youth. To guide recruitment, identify some of the core roles desired to successfully plan and lead the community challenge. See this guide to [different facilitator roles.](#)

With Youth, Not For Youth:

Identify youth who are close to the issues and community traits and invite them to lead and participate in the planning at the earliest stages. Ask, “Who is not at the table?” and seek new inclusive connections. Some young people have barriers that keep them from being involved, and the facilitator can help them find resources to potentially [reduce barriers](#) with stipends, transportation, and food. When you come to barriers, consider the resources available and use a growth mindset to attract diverse talent.

Diversity and Inclusion:

To be inclusive of the variety of talent in the community, be sure to invite and attract diverse youth – diverse in experience and background. To ensure that opportunities are fair and equitable, don’t make applications for participation unattainable to some cultures or life situations. Some skills are not well represented on paper, and we have to value unexpected strengths in order to grow more inclusive.

Seek to include young people who are not frequently engaged already. They do not have to be the students with the best grades, active in sports, or already in leadership work. Try other channels in your networks to empower young people who may not have ample opportunities to participate. Let go of the paper-defined evaluation, such as GPA and club or sports involvement, and ask the youth about their motivations and values.

Community Partners:

See the list of community partners (pictured right) to engage a diverse cross-section of the community and expand the network of resources for youth. These community organizations can sponsor the challenge or participate on a planning team, bringing diverse perspectives.

