



**WORLD FEDERATION OF THE DEAF  
YOUTH SECTION**

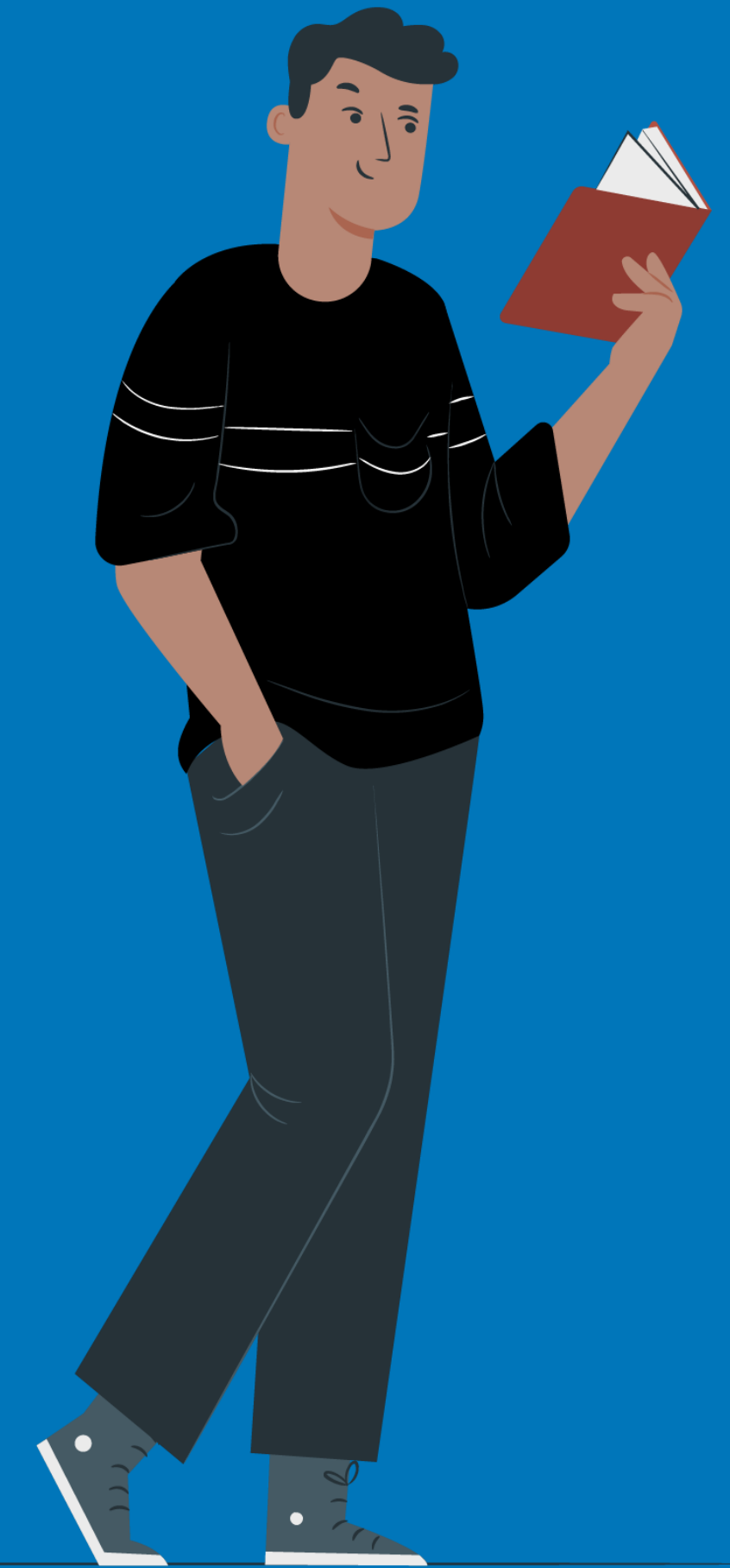
# **How to Establish a Youth Association / Section**



**BUILD A DEAF  
ORGANISATION**

# AGENDA

- Objectives
- Why is it important to set up a youth association / section?
- Step by step process of establishing a youth association / section
- Case studies
- Conclusion



# OBJECTIVES

By the end of the session, participants will be able to:

- Describe the importance of establishing a youth association/section
- Highlight the significance of collaborating with youth and community members when establishing a youth association/section
- Define common goals underlying the functioning of a youth association/section
- Identify the necessary actions to establish a youth association/section
- Recount lessons learnt based on the experiences of already-established youth associations/section.

# DISCUSSION QUESTION:

Why is it important to set up a youth association / section?



# WHY IS IT IMPORTANT TO SET UP A YOUTH ASSOCIATION / SECTION?

- . Potential benefit for the deaf community in educational, social, political and economic areas
- . Demonstration of support for the whole deaf community
- . Empowerment of people through the sharing of information and knowledge
- . An opportunity for youth to share challenges experienced and opportunities
- . Expand networks with other country's youth associations
- . Provide an opportunity for young people to develop further skills
- . Nurture the next generation
- . Project opportunities and ability for direct communication with WFDYS

# OVERVIEW - STEP BY STEP PROCESS

1. Set up a working group
2. Consultation round 1
3. Relationship with your National Association of the Deaf (NAD)
4. Prepare and develop
5. Consultation round 2
6. Amend and finalise
7. Call for Expressions of Interest
8. Establish a Youth Association / Section formally
9. Build a healthy relationship between new board members
10. Start a new journey





# DISCUSSION QUESTION:

Why is it important to set up a working group?



# STEP BY STEP PROCESS 1: SET UP A WORKING GROUP

- Define the purpose and goals of the working group
- Plan action items in line with the timeline
- Set up a good communication system between youth, community members and the NAD
- Set up meetings and group work
- Prepare for the consultation process with youth and community members (a neutral approach to gathering information)



# STEP BY STEP PROCESS 2: CONSULTATION ROUND 1

- Consult with different groups of members such as youth and sub-groups within the community
- Share the vision and goal of establishing a youth association / section
- Lead with discussion questions ie:
  - Identify the strengths and areas of improvement of youth community members
  - What do they want to see in the short and long term?
  - Identify the challenges and opportunities
  - See more questions on the next slide for your reference
- Gather ideas, suggestions and feedback from the discussions
- Importance of receiving support and acknowledgement as part of the process to validate the youth

# DISCUSSION QUESTIONS EXAMPLES

- What issues need to be considered when setting up a youth association / section?
- Who will be involved?
- How will the wider community respond to the establishment of a youth association / section?
- How will you sustain interest in the youth association / section?
- How will you ensure diversity and inclusiveness?
- What training options can you deliver for young people?
- Do you have the management skill and capacity necessary to manage staff?
- Do you have the financial capacity to support the establishment of a youth association/section and continue ongoing operations?
- Do you have the ability to operate the association as an independent organisation or should it be a section of the NAD?

# STEP BY STEP PROCESS 3: RELATIONSHIP WITH YOUR NAD

Establishing a positive relationship with your NAD is important because they may provide resources to assist with the establishment or operations of the Youth Association/Section or useful tips

Considerations:

- How often should you communicate with the NAD?
- What kind of resources or support do you want from the NAD?
- Is the NAD willing to support the goal of establishing a Youth Association / Section
- Is the NAD happy to share information (it may be useful to investigate the background of the NAD)

# STEP BY STEP PROCESS 4: PREPARE AND DEVELOP

After you have completed consultations with youth, community members and the NAD, you will have a lot of information that will help you to prepare and develop a solid structure with associated content for a youth association / section

1. Develop Action Plan
2. Set youth association / section's vision, mission and purpose
3. Set short and long term goals
4. Draft Terms of Reference or a Constitution
5. Develop criteria, composition and structure
6. Develop and promote public messages for the community

# STEP BY STEP PROCESS 4: PREPARE AND DEVELOP (CONT.)

Remember that this process may take time to implement so that solid content is developed - it could take days or months depending on how much time you invest in the process and how well your working group shares the workload and support each other

This also may prompt some informal consultations with youth during the development phase

This can apply at the **local, regional and national level** - just remember that this information is just a guide. It is worth looking at your national association of the deaf to see if they can be helpful/you can use some of their ideas

**QUICK ACTIVITY:  
WHAT ARE THE SHORT AND LONG  
TERM GOALS OF YOUR YOUTH  
ASSOCIATION / SECTION?**





# STEP BY STEP PROCESS 5: CONSULTATION ROUND 2

You can consult with the same group of members such as youth and sub-group community members from round 1. It could also be worthwhile to bring in some new members as they provide 'fresh eyes'.

Share the **draft** content that you have been developing:

- Action Plan
- The vision, mission and purpose
- Short and long term goals
- Draft Terms of Reference or a Constitution
- Criteria, composition and structure

Additional discussion questions ie: Membership, decision making, governing board, operation as an independent body or under the NAD.

Listen, gather and make amendments before final revision

# STEP BY STEP PROCESS 6: AMENDMENTS AND FINALISATION

- Amend and finalise:
  - Action Plan
  - The vision, mission and purpose
  - Short and long term goals
  - Terms of Reference or a Constitution (incl. governance, decision-making, membership)
  - Criteria, composition and structure
- Proofread and check with members
- Start preparing Call for Expressions of Interest
- Start the process to establish a Youth Association / Section formally

# STEP BY STEP PROCESS 7: CALL FOR EXPRESSIONS OF INTEREST

An Expression of Interest is a good approach to promote the new Youth Association/Section and recruit youth people who are interested in joining the new association when it is established.

The promotional material may be referred to as an Expression of Interests, Board Member Nominations, Board Candidates Nominations or similar, depending on your preference.

Make sure you include clear information about what to expect when joining, the goals and the motivation of the person to join when they prepare their video submissions.

There are a number of ways to manage this process:

- Set up an external group to look after the Expressions of Interest
- Ask OM to assist and work with independent youth to manage
- Ask community members to manage this (but they must be neutral)

# STEP BY STEP PROCESS 8: ESTABLISH A YOUTH ASSOCIATION / SECTION FORMALLY

There are a few ways to establish a youth association / section - depending on what youth people prefer and what structure you want - independent or a section of the NAD.

Options:

- Host a General Assembly facilitated by a community member or a member of the NAD as a show of support
- If you prefer a section, the NAD may be able to help with the election process and then ratify the results
- Do both of the above

# STEP BY STEP PROCESS 8: ESTABLISH A YOUTH ASSOCIATION / SECTION FORMALLY (CONT.)

Make sure the structure and content of the following is approved and validated by the majority of youth people within your community:

- Action Plan
- Vision, mission and purpose
- Short and long term goals
- Terms of Reference or a Constitution (inc. governance, decision-making, membership)

Importantly, elect the candidates based on Expressions of Interest received.

Lastly, make a public statement as you deserve the spotlight!



# STEP BY STEP PROCESS 9: BUILD EFFECTIVE RELATIONSHIPS BETWEEN NEWLY ELECTED BOARD MEMBERS

It is important to encourage board members to get to know each other and set boundaries from the beginning. Some more minor tasks should also be assigned from the start.

Ideas include:

- Informal meetings
- Team activity
- Social community events





# DISCUSSION QUESTION:

How do you ensure effective collaboration between internal members?

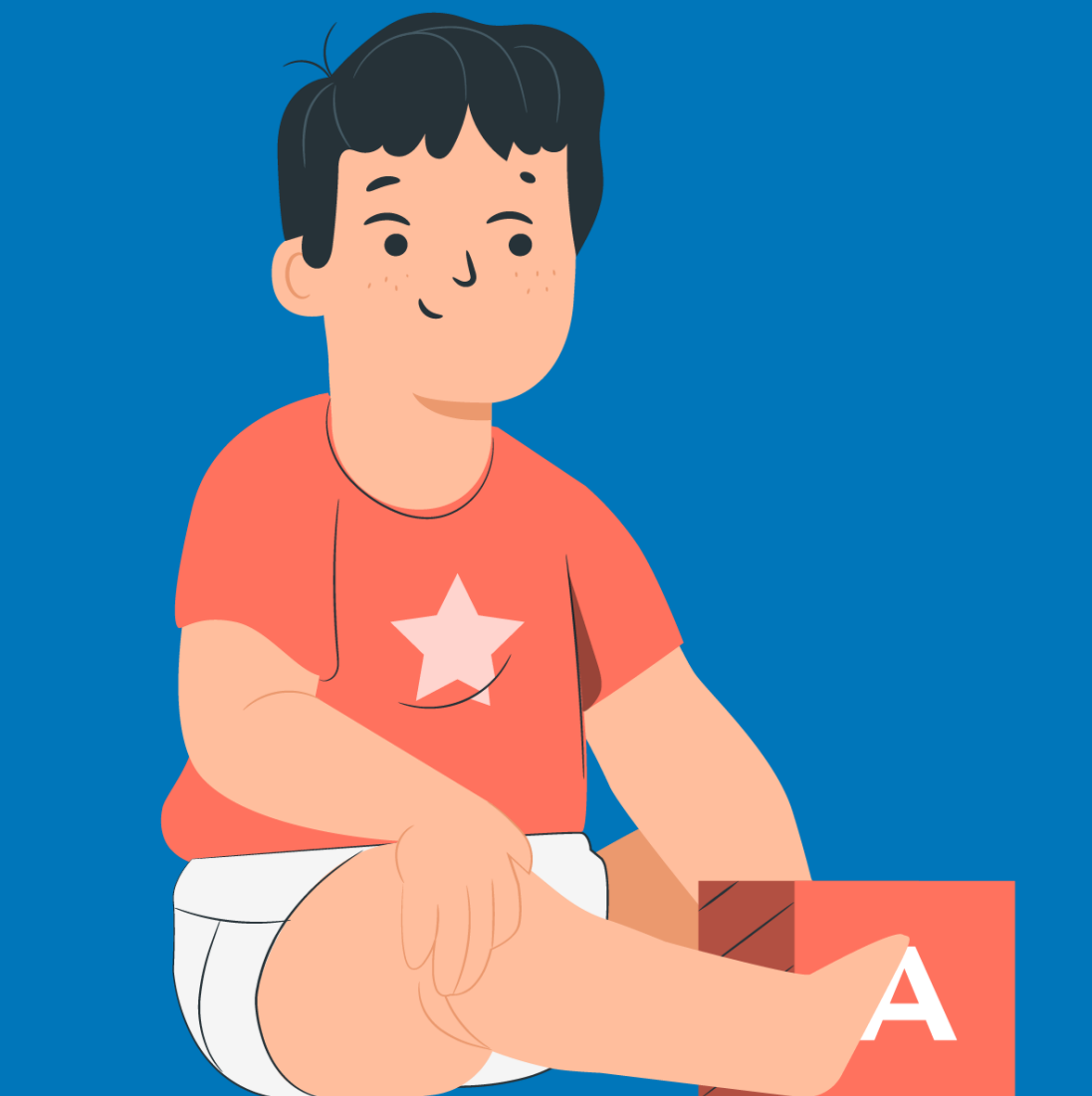


# HOW TO COLLABORATE EFFECTIVELY WITH INTERNAL MEMBERS?

- Set boundaries and clear a purpose
- Be open and transparent
- Show respect for each other
- Demonstrate the right attitude and be a good role model
- Support each other
- Group approach (team work)
- Good negotiation skills
- Able to delegate tasks (a good leadership skill)

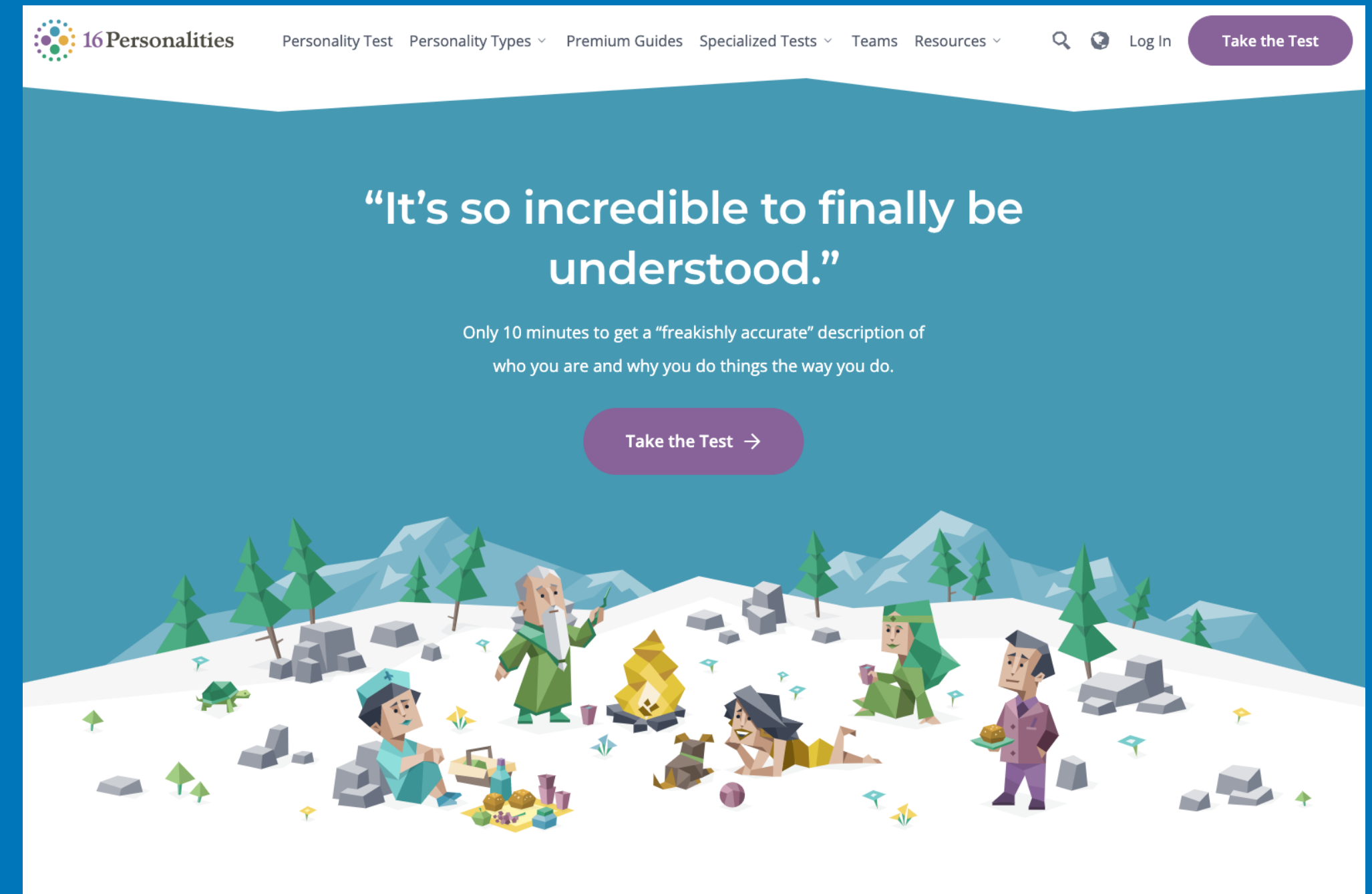
# GROUP ACTIVITY: THROW AND PASS

Stand in a circle, just start with one ball and throw the ball at another person without indicating where you are throwing, just rely on eye contact. If this is successful, you may like to add another ball to make the game more challenging. Up to three balls may be used.

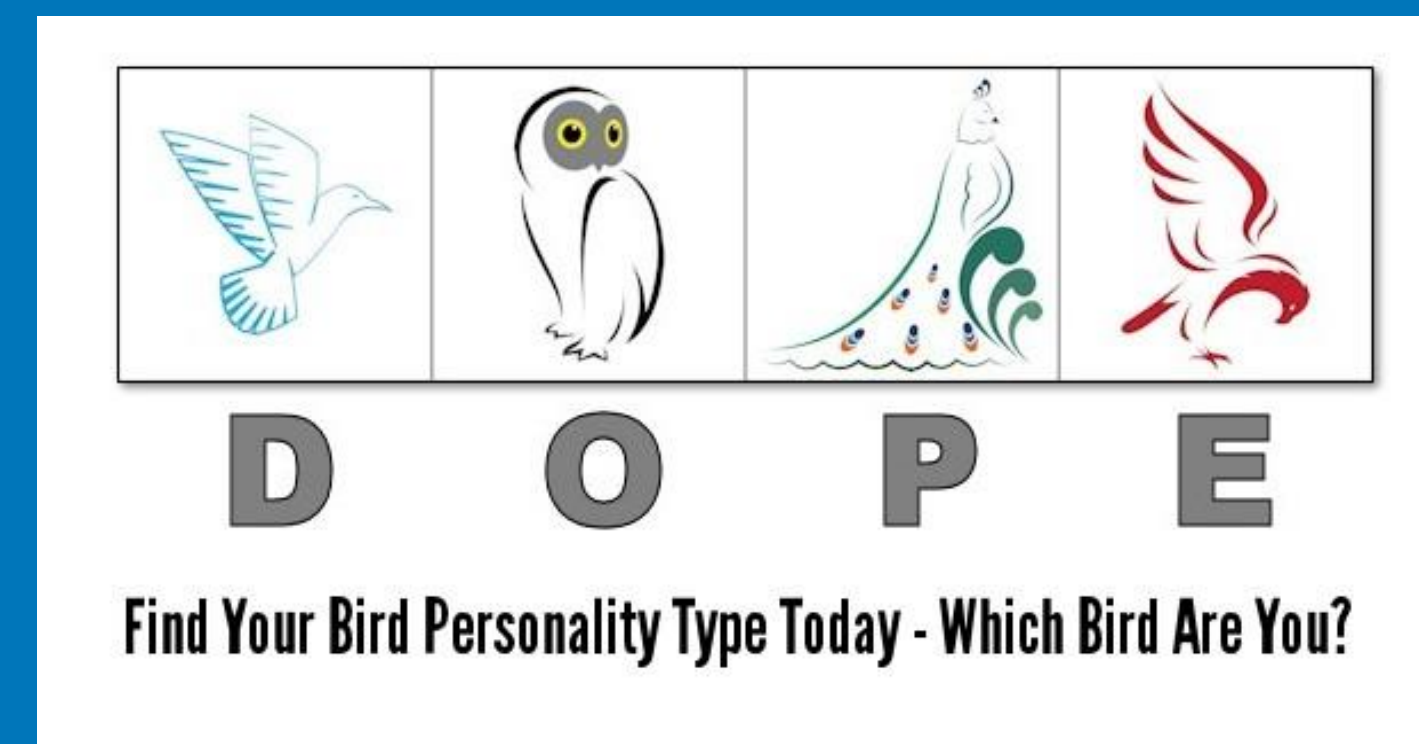


# INDIVIDUAL ACTIVITY:

- 16 Personalities (<https://www.16personalities.com/>)



- DOPE Birds 4 Personality Types (<https://richardstep.com/dope-personality-type-quiz/>)



# STEP BY STEP 10: START OF THE NEW JOURNEY

It is a major achievement for the national community when a youth association / section is established.

Just remember to enjoy your role and do your best for the whole community.

Embrace new experiences and learning.

Now is a good opportunity for you to apply for Youth Ordinary Membership with WFDYS. See next slide for more information.





# STEP BY STEP 10: START OF THE NEW JOURNEY

## How to apply for Youth Ordinary Membership:

- Contact WFDYS (email: [info@wfdys.org](mailto:info@wfdys.org)) for a Youth Ordinary Membership form
- You will need to fill out the form and attach the required documents such as statutes, internal rules, board background and verification form signed by your NAD (WFD Ordinary Member)
- Benefits of joining as a YOM include: Right to vote at WFDYS Youth General Assembly, host a camp bid, send representatives to camp, direct communication with WFDYS and more



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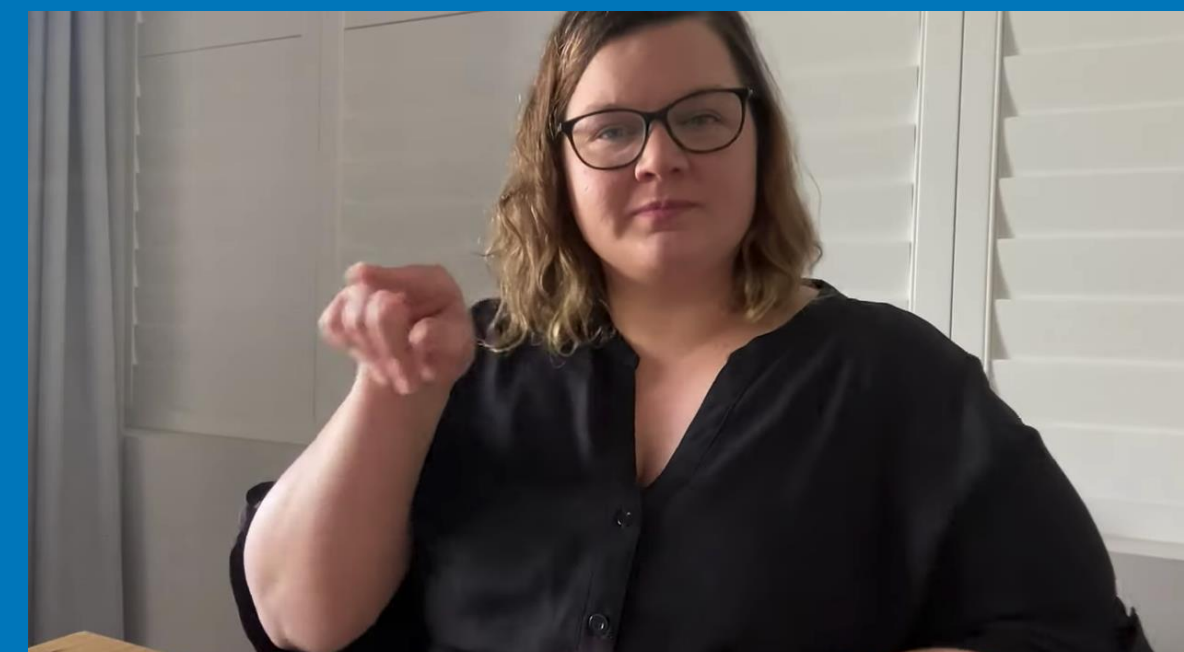


# CASE STUDIES

An opportunity to explore other country youth associations / sections.

Thanks to three WFDYS Youth Ordinary Members (YOMs) - Estonia, Australia and Mozambique who are happy to share their story/journey and answer four questions.

*Please be mindful of their differences in terms of culture and background.*



# CASE STUDIES (CONT.)

Four questions:

1. How was your youth section / association (YOM) established?
2. What pros and cons did you learn through the process of establishing the Youth Ordinary Member?
3. How did your National Association (OM) contribute to the establishment of your Youth Section / Association?
4. Do you have any tips for youths who are considering establishing a Youth Section / Association?

# CASE STUDIES (CONT.)

- Estonia: [https://youtu.be/l\\_qqIP1kwyY](https://youtu.be/l_qqIP1kwyY)
- Australia: <https://youtu.be/WJPcaLWUwcU>
- Mozambique: <https://youtu.be/j-QVuasEyFM>

*Please note that the videos are in International Sign.*

# CONCLUSION

"Alone we can do so little;  
together we can do so much."

*Helen Keller*

