

# THE CO-CREATION GENERATION:

## Assessment and Conversation Guide

a partnership between



INSTITUTE FOR  
**CITIZENS &  
SCHOLARS**



**Kentucky  
Student  
Voice Team**



# KSVT INTERGENERATIONAL ASSESSMENT: WHERE ARE YOU NOW & WHERE DO YOU WANT TO GO?

The following set of statements are intended to help entities measure progress in creating an intergenerational program or organization. The Kentucky Student Voice Team considers these seven points essential indicators that an organization is “youth-led”. Use this assessment to begin a conversation and/or periodically assess achievements and goals in each priority area. If new to this work, consider starting this assessment with a team at the program or project level, with the ultimate goal of integrating these progress indicators organizationally.

## Rating Scale:

- 0: We have not yet considered putting this practice into place.
- 1: We are interested in incorporating this practice into our work but have no plans yet.
- 2: We plan to incorporate this practice into our work over the next 6 months.
- 3: We have just incorporated this practice into our work.
- 4: We have been doing this for the past 6 months or less.
- 5: We have been doing this for more than 6 months.

DATE: \_\_\_\_\_

\_\_\_\_\_ Young people are making impactful, fundamental decisions within the organization.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

\_\_\_\_\_ The work is designed to uplift youth voices—especially underrepresented youth voices.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

\_\_\_\_\_ The structure of the organization fosters coequal partnerships between young people and adults within the organization.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

\_\_\_\_\_ There is constant growth and evolution within the walls of the organization in order to effectively serve young people.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

\_\_\_\_\_ Communication is always a priority, whether it be an explanation of jargon, an end-of-year goal, or the coordination of projects.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

\_\_\_\_\_ Transparency between members—especially between youth and adult members—is not only maintained, but *expected* within the organization.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

\_\_\_\_\_ Youth are compensated for their time, effort, and experience/expertise.

RECENT ACHIEVEMENTS

SHORT TERM GOAL/S  
3-6 MONTHS

LONGER TERM GOAL/S  
12-24 MONTHS

**TOTAL:** \_\_\_\_\_

### SCORING

- 0-11** Your organization is just getting started—make it a priority to gather the members of your team and decide how best to put these elements into practice!
- 12-23** Your organization is on the road to having youth co-designing and co-leading the programmatic efforts—keep up the good work!
- 24-35** Your organization is in a strong position with youth in co-design and co-leadership roles alongside adults—make sure to monitor and evaluate your progress as you continue this journey!

# KSVT INTERGENERATIONAL ASSESSMENT: CONVERSATION GUIDE TO BE USED WITH KSVT ASSESSMENT

The following is a list of questions to discuss with a group/team after completing the KSVT Assessment. There are three sets of questions based on your team's average score. Feel free to answer the questions in consecutive order, discuss one or two at a time, or create questions specific to your team or organization. (Please note this is a sample framework to help you get started, and any piece can be changed as needed to suit your organization's individual needs!)

Suggested process:

- Ask team members to take some time to answer some or all of the answers below
- At a set time, select a facilitator to lead a discussion.
- Collect answers through a sticky-note or jam-board exercise for prioritization (considering each goal's complexity and time required to complete).
- Select a team member (or members) to create a project calendar to share with the group; assign accountability buddies or work groups as needed.
- Return to complete the assessment again and review progress in ~3 months, or integrate review and discussion into regular team check-ins.

**For more information and resources, visit our [website](#).**

## Score: 0–11

1. Who is invited to important conversations?  
What are 2–3 concrete steps that can be taken to engage young people in organizational decision-making and leadership opportunities?
2. What problem(s) can be solved and/or improved for the team with greater intergenerational co-leadership?
3. Where are youth not yet included in our team structure?  
What short-term and long-term changes can we make?  
What obstacles will we face?
4. What are 1–2 action steps that we can take to uplift youth voices?
5. What does it mean to have intergenerational co-leadership?  
If we waived a magic wand and achieved this goal, what would be different?  
What would stay the same?
6. How do we measure growth and evolution currently?  
What concrete steps can we take in the immediate future to prioritize internal growth and a shared commitment to evolving?  
Short-term steps? Longer-term steps?  
What indicators will we use to demonstrate that we're doing this better/well?
7. How do we currently communicate with each other?  
What are 1–2 ways that we might shift our communication to be more accessible to all?  
What documents or systems can we create to increase our ability to share knowledge and/or flatten power imbalances?
8. On a scale of 1–5, how transparent are we?  
What are 1–2 things that we can do to bump that metric 1 or 2 steps in the right direction?
9. What do we need to do to start compensating young people for their time and expertise? Are there funds to shift? Funding opportunities?  
What are 1–2 short-term and long-term goals?

## 10. NOTES:

## Score: 12–23

1. What are 1–2 good examples of how young people (peers) engage in decision-making and leadership?  
What are 2–3 next steps to better place young people in organizational decision-making and leadership opportunities?
2. What problem(s) can be solved and/or improved for the team with greater inter-generational co-leadership?
3. What are 1–2 current activities that best demonstrate how we uplift youth voices? In what ways might we capitalize on these activities and/or find new ways to further this work? What is the best way to approach this task?
4. What does intergenerational co-leadership look like for us?  
If we waived a magic wand and instantly achieved this goal, what would be different? What would stay the same?
5. How do we measure growth and evolution?  
How can we work together to further prioritize internal growth and a shared commitment to evolution? What indicators will we use to help us show that we are doing this consistently and well?
6. In what ways do we communicate well with each other?  
What documents or systems do we have in place that help us share knowledge and/or flatten discrepancies? What new documents or systems can we build?
7. On a scale of 1–5, how transparent are we across systems? What are 1–2 things that we can do to move us further in the in the right direction?
8. Do we currently compensate young people for their time?  
Is the compensation adequate? How might we improve this?

## NOTES:

## Score: 24–35

1. How do young people (peers) engage in decision–making and leadership?  
Are there 1–2 steps we can take that might further place young people at the center of organizational decision–making and leadership?
2. What current problem(s) or issues will be addressed and/or improved with intergenerational co–leadership?
3. How do we effectively uplift youth voices?  
How might we further this work in our team and/or how might we share our knowledge with others in our community?
4. What does intergenerational co–leadership look like for us?  
If we could change one thing about how we co–lead, what would it be?
5. Are there ways we can work together to further prioritize internal growth and evolution? What indicators will we use to help us show that we’re doing this consistently and well?
6. Consider ways that communication practices/strategies allow knowledge–sharing. Are there other documents or systems to implement that would help further knowledge–and power–sharing?
7. On a scale of 1–5, how transparent are we as a team?  
What is 1 thing we can immediately do to maximize our transparency?  
What might hold us back?
8. Do we currently compensate young people for their time?  
Are there ways to improve this process? New or innovative ways to think about youth compensation?

## NOTES: