

DRAFT
**The City of Phoenix's
Strategic Vision for Youth**

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Youth are a Priority

We commit to working with youth to build an environment for all youth to thrive and become healthy and productive adults.

➤ **We Are Dedicated to Serving Our Customers**

We will view youth as our customers!

Youth Development Strategies:

- All youth will have access to City programs and services to ensure that their physical, emotional, educational and psychological needs are met.
- Information on City programs and services will be accessible to youth.
- We will seek the authentic involvement of youth in developing, implementing, and evaluating City youth programs and services.
- We will actively seek the participation of all youth in city events and programs, even those not associated with youth.

➤ **We Value and Respect Diversity**

Valuing and respecting diversity enables us to serve all youth regardless of age, gender, cultural background, geographic location, and educational or economic circumstances.

Youth Development Strategies:

- We will recognize, celebrate and respect cultural differences.
- We will offer opportunities to grow in cultural awareness and acceptance.
- We will create an environment in which all cultures are welcomed and valued.

¹ June 13, 2003

➤ **We Work as a Team**

Teamwork is the basis of our success. We will involve youth and the community in which they live because we value their commitment and ownership.

Youth Development Strategies:

- Youth involvement and leadership are essential for all teams.
- We will promote collaboration, partnerships and sharing of resources.
- We will promote collaboration and partnerships with other organizations (e.g., nonprofits, schools, etc.) in the City.

➤ **We Each Do All We Can**

We believe youth are the city's most important resource. To be successful we will all contribute our ideas and creativity to improving the lives of young people.

Youth Development Strategies:

- Every level of City government will consider the well-being of youth a priority.
- Every City employee will understand that each interaction with a youth matters to that young person.
- Programs and services will be created and delivered with the physical, emotional, psychological, and social well-being of youth and children in mind.

➤ **We Learn, Change, and Improve**

We will strive to continually improve our strategies for working with youth and to be open to new ideas and methods.

Youth Development Strategies:

- We will offer quality-training opportunities for youth and adults to foster positive youth development.
- We will emphasize quality evaluation as a means to properly measure program services and delivery.

- We will seek youth input in the planning of all programs and services and provide information pertaining to the use of this information.

➤ **We Focus on Results**

We will concentrate our efforts and contributions towards youth and agree to better focus on creating an environment where youth will succeed.

Youth Development Strategies:

- We will encourage long-term outcomes and measurements in order to evaluate the effectiveness of programs and services promoting the positive development of children and youth.
- We will promote the positive development of all young people as long-term residents of Phoenix.
- We will promote “One Stop Shops” in development and delivery of services.
- We focus on educational success and career development outcomes for youth.
- We will create programs and services that are physically and psychologically safe for youth.
- We will foster productive relationships between adults and youth.

➤ **We Work with Integrity**

Whenever we make a decision, provide a service or deal with youth, we will act with honesty and integrity. Youth learn from interacting with us that they can continue to trust us. We will treat all youth equally and equitably.

Youth Development Strategies:

- We will work to develop quality programs that truly have the voice of youth.
- We will offer creative incentives for employees who treat all youth equally.
- We will work to build youth’s trust and belief in our staff, programs and services.

➤ **We Make Phoenix Better**

We will work together to make Phoenix a better place for our youth to live, play, and work.

Youth Development Strategies:

- We will promote quality services and programs that insure a better, brighter future for Phoenix.
- An intentional focus on the well-being of youth will ensure a better Phoenix.