

YOUTH IN POWER

ORGANISATIONAL ASSESSMENT TOOL



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SUMMARY

The Organisational Assessment Tool of the Youth In Power (YIP) Sustainability Framework was created to assess the areas of improvement of an organisation and to measure the results of the Framework's implementation. As part of the open nature of the project, this resource is expected to be used by other organisations for a positive sustainability impact that includes cooperatively tackling their key areas of improvement. This document and the OAT Template (.XCL) that goes with it address the three pillars of the YIP project (1. Leadership Transition, 2. Institutional knowledge/memory, and 3. Long-term strategy). However, by design, it can and should be modified as needed in its specific content as well as the way it aids implementation of the Framework.

YOUTH OAT
ONE SUSTAINABILITY TEMPLATE
GENERAL OAT

The diagram illustrates a hierarchy or relationship between three tools. At the top is 'YOUTH OAT' in orange. Below it is 'ONE SUSTAINABILITY TEMPLATE' in yellow. At the bottom is 'GENERAL OAT' in orange. A white curved arrow points from 'YOUTH OAT' down to 'ONE SUSTAINABILITY TEMPLATE'. Another white curved arrow points from 'GENERAL OAT' up to 'ONE SUSTAINABILITY TEMPLATE'.

1



Desk Research & Needs Assessment

2



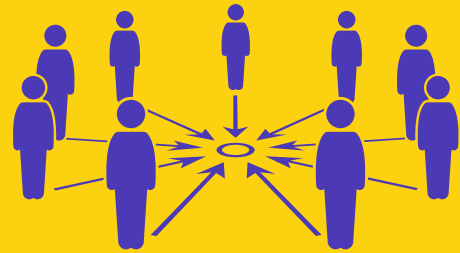
Consultation Process & Collection of Best Practices

3



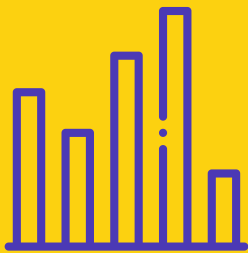
Organisational Assessment Tool (OAT)

4



In-Person Meeting

5



Evaluation Surveys

6



Amended Organisational Assessment Tool (OAT)

7



Framework Development, Implementation, & Dissemination of Results*

The Organisational Assessment Tool optimised for general and youth-led drug policy reform/harm reduction organisations was created as part of the open nature of the project and its expected impact on other organisations that can benefit from cooperatively tackling their key areas of improvements. It revolves around the three pillars of the project (1. Leadership Transition, 2. Institutional knowledge/memory, and 3. Long-term strategy). However, by design, it can and should be modified as needed in its specific content as well as reimplemented periodically.

FRAMEWORK OUTLINE

Improvements

1. Ranking System

Identifies and lists areas that rank lower on the assessment. The totalled score from each area can be compared to others and its own in reassessments.

2. Nuanced Data Collection

Moves beyond simple YES/NO choices for all questions. Likert system provides more nuanced data and a clearer understanding of each area's status.

3. Informing Hiring Priorities

Results can be used to inform inclusive hiring priorities and diversity, especially in areas that are not well covered and need additional human resources.

4. (Youth) Drug Policy & Harm Reduction

Specific drug policy and harm reduction questions including basic and youth-specific assessment of important organisational aspects in the field.

5. Wellbeing, Inclusion & Diversity

Recommends improvements in internal wellbeing policies and care protocols, disability-inclusive processes, diversity measures and more.

Structure & Areas

1 YOUTH ORGANISATIONAL ASSESSMENT

- Community and Stakeholder Engagement
- Programme Development and Outreach
- Advocacy and Policy Influence
- Harm Reduction and Support Services
- Research and Education
- Funding and Resource Allocation

2 GENERAL ORGANISATIONAL ASSESSMENT

- Governance
- Project management
- Organisational management
- Human resources
- Financial management

3 RANKING & COMPARISON

- Ranked YOUTH OAT
 - Compared before & after Framework
- Ranked GENERAL OAT
 - Compared before & after Framework
- Compared YOUTH & GENERAL OATs

OAT EXCEL TEMPLATE



Youth-led and community-led organisations

can benefit from the practices employed in the Framework and self-implement the Organisation Assessment Tool with any relevant additions to their context.

Organisations engaged with (drug-related) youth-led organisations

or who have youth-led committees or working groups will be able to use the Framework as a guiding document for how they engage with these people and organisations.

The OAT is an ever-improving tool that proves that the involvement and continuous co-creation of a flexible and universal Framework for youth organisations with their respective partners have strong potential to create a long-lasting impact in the area of youth advocacy.

