

- *A useful pilot project*: ultimately, we think our approach may provide an example of a way to help integrate anti-social and cynical youth back into their neighbourhoods. In that sense we hope to be a kind of laboratory for youth work in very mixed areas such as this one.

Qualifications and training plan:

Staff: We require two supervisors of youth leadership participants and park rangers and young offenders: one male, one female. They have to work closely with other staff and volunteers to design their activities around the other things going on in the park. They also have to be strong, attentive supervisors with a good sense of how to impart basic work skills in (sometimes) very poorly-motivated and unskilled young workers. They have to have a good knowledge of games, sports, and basic skills relating to other park activities (gardening, building, fixing things), plus a sense of fun. They must be able to lead first aid workshops and conflict resolution/ peer mediation sessions, campfire cookouts and water slide events. They have to be youthful enough themselves that they'll gain the trust of skittish youth who avoid authority figures, but mature and secure enough that they can work with youth who are tough and only a few years younger than the staff. They must be confident and experienced enough that they can work with adult volunteers, agency representatives, and police, as peers. It would be helpful if they understand the immigrant experience from inside, since so many of the youth we see come from families who were recently uprooted elsewhere. And finally, these two workers should have a long enough history with Dufferin Grove Park that they have a good overall grasp of what the point of our *urban commons* is, and why we do what we do here, while at the same time having the confidence to follow their own insights rather than just waiting for instructions.

Thankfully, we are describing two workers who already exist, Patti Kelly and Jason Abreu. If we weren't so impressed with what they have already shown they can do, we might not be making this proposal now.

Staff training, therefore, is largely already done, and is ongoing.

Volunteer training: The Friends of Dufferin Grove Park have four volunteers who have a particular commitment to working with youth in the park. The volunteers have been collaborating closely with recreation staff, and in that sense their training happens right alongside the staff.

Critical path of project:

February: post the notices in the rink house (because the rink closes at the end of February), to announce that we're planning these youth leadership courses in June.

(This was done.)

March 3-8: send out notices to all local schools and guidance offices, about the summer day camp and the youth projects. *(This is currently underway.)*