A stylized illustration of a mountain range with blue and green peaks and dark blue evergreen trees. The illustration is split by a central white archway that frames the text.

Young
Coloradans'
Hopes,
Dreams, and
Vision for
the Future

The Youth Agenda

New Era Colorado
October 2021

Executive Summary

In 2021, New Era Colorado embarked on a year-long strategic planning process to determine our strategic goals over the next 3-5 years based on the needs of our community and opportunities identified by staff, board, and stakeholders. As a part of this process, we knew we needed to ground ourselves in the hopes, dreams, and vision of young people across Colorado to ensure that the work we did moving forward was rooted in their lived experiences.

From this intention, the Youth Agenda Listening Tour was born: a large-scale, statewide survey seeking to answer 4 key questions:

1. What are the experiences of young people across Colorado?
2. What does youth power mean to young people?
3. What barriers do young people face and how can New Era or other organizations break down these barriers to developing young people's power?
4. How do we meet young people where they are at?

We collected surveys, interviews, and focus group responses from over 1,200 young people across the state—with 28% of respondents identifying as BIPOC and 32% identifying as queer. Some of the key insights we discovered:

- **Vision, Values, and Issues:** Young people believe in a future where everyone is treated equally, resources are abundant, and we use innovative and creative solutions to solve big problems such as climate change and racial inequality. In this same vein, we saw racial justice come out consistently as a top issue (60% of respondents named it as one of their core issues), alongside and often intersecting with mental health (58%), healthcare (56%), and education (40%).
- **Youth Power:** Young people described youth power as the feeling of having their voices heard and seeing themselves represented in our government. Many young people in the community are unsure of where to start when it comes to creating change, but have a desire to be more involved and learn through experience. Youth across the state have a strong desire for a like-minded community and want to work together to create change.
- **Views on Voting and Government:** Young people strongly value the impact of voting, yet also believe it is insufficient on its own to create change. Voting must be coupled with community organizing and other forms of direct action and engagement. In general, young people have a neutral or negative view of government; however, young people view local government more positively than the federal government, especially those who hold marginalized identities (such as people of color and queer folks of color).
- **Barriers and Resources:** Young people have a desire to be more politically engaged, but many named they don't know where to start. Respondents cited not having enough time or access to paid opportunities that would allow them to get first-hand experience in organizing. Young people are seeking hand-on learning experiences that allow them to work in community with others.

As we look ahead to the future, New Era and other youth-serving organizations must communicate with young people in a way that is intersectional and tangible—rooting into the issues that matter the most to our generation. We plan to hold elected officials accountable to addressing these issues, “The Youth Agenda,” and remaining as bold as young people on our vision for policy change. We will use this information to meet young people where they are at, and to create a lasting political home for young Coloradans from the Eastern Plains all the way to the Western Slope.

Introduction + Meta-analysis

New Era Colorado was founded in 2006 by a group of CU Boulder students who believed that young people deserve a seat at the table. New generations serve as a renewal force for our society, demanding that our country live up to its espoused values of equality and justice. And yet, young people face significant barriers to accessing our democracy. New Era was founded in order to remove these barriers to meaningful civic engagement and build youth power in our democracy.

Though New Era was established to solve one problem, we are in the midst of a transformation. In 2021, New Era embarked on a strategic planning process to step back and reassess our vision, mission, and strategy as an organization. In order for us to embark on a successful strategic planning process that is youth-driven and anti-racist, we should take a human-centered design approach to our strategic planning process. The first and most important step of human-centered design is empathy: *"The foundational principle of human centered design is that you should truly understand the people who experience a problem before you design a solution to serve them. Empathy is about understanding the problem by immersing yourself in the community that will be affected by your design."*



The goal of the Youth Agenda Listening Tour is to root our 2021 strategic planning process in a youth-centered, empathic approach so that we can learn from the experiences of young Coloradans, their vision for the world, the issues that matter most to them, and how we can break down barriers to accessing their power.

Design Principles

We designed the Youth Agenda Listening Tour with the following principles in mind:

Anti-racism

Throughout all of the work that we do, we do our best to ensure that anti-racist principles and practices are woven into the design. Our goal is to always center the experiences of young people of color, as we recognize that they are most disproportionately impacted by the issues we engage on. Within this program, we intentionally reached out to people of color for interviews and surveys to ensure that we were hearing from them as much as possible. We disaggregated our data so that we could truly center and prioritize the experiences of young people of color throughout the state.

Community-driven or human-centered

The tour aimed to foster a community-driven process by rooting first in the lived experiences and needs of the community we serve. We put this into practice by engaging partner organizations and young leaders across the state, especially those that held marginalized identities, in the design and implementation process.

Partnerships

Partnerships were a cornerstone of the tour: it was our goal to leverage current partnerships and create new, lasting partnerships with organizations across the state that were already taking the lead in this work—namely, those working with marginalized communities. Over the course of the tour, we partnered with 15 community organizations. These partnerships varied greatly, from providing feedback on our process and interview questions, to co-hosting focus groups, to nominating young leaders to join the Youth Agenda Steering Committee

The Youth Agenda Steering Committee

A key design principle of this project was for it to be human-centered and community-driven. In order to truly embody this principle, New Era formed a steering committee of young people to provide feedback on the project, help develop various elements, build collective knowledge, and share thoughts on the program overall rooted in their lived experiences. The committee was formed by asking organizations that worked with marginalized youth (eg. low-income youth, youth of color, immigrant/first-generation youth) to nominate someone from their community. The YASC met five times throughout the project and were paid a stipend for their time and contributions. Thank you to our YASC members: Angel Armenta, Lacey Winn, Ashley Duran, Sierra Lloyd, Abria Duran, and Jess Rosero!

A woman with long brown hair, wearing a maroon face mask and a floral crop top, stands behind a campaign booth. She is smiling and has her arms raised. The booth is covered by a black canopy. In the background, a banner reads 'VOTE' and 'Let the People Vote'. On the table in front of her are various campaign materials, including a box of Paper Mate pens, stacks of 'VOTE' buttons, and a sign that says 'NEW ERA COLORADO' and 'REG'.

Key

Insights

Vision & Values

Top Issues

Youth Power

Barriers &
Resources

Views on Voting
& Government

Vision & Values

57% of young people name equality as a top value, defining it as a world in which people are treated fairly and have access to the same resources and opportunities.

Closely aligned with their vision and value of equality, young people named they wanted to live in a future where everyone's basic needs were met, that we have abundance of what we need, and we are able to live more freely as a result. It again speaks to having access to the same resources, in addition to moving away from a scarcity mindset and adopting a more collectivist approach to living.

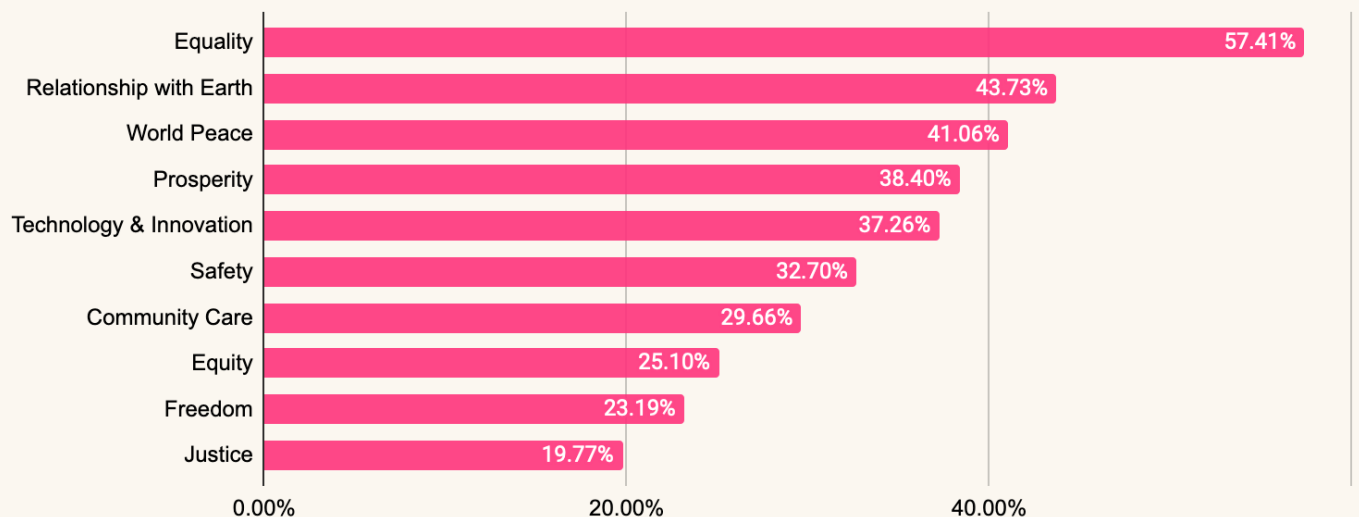


"Right now it is hard to imagine the world I want to live in, but I know I've always wanted somewhere where everyone is treated equally, we are not in a pandemic, and the sun is shining."



"I feel like there are certain things we should have in place as a society to help [people] thrive to get better."

Top values mentioned for all respondents

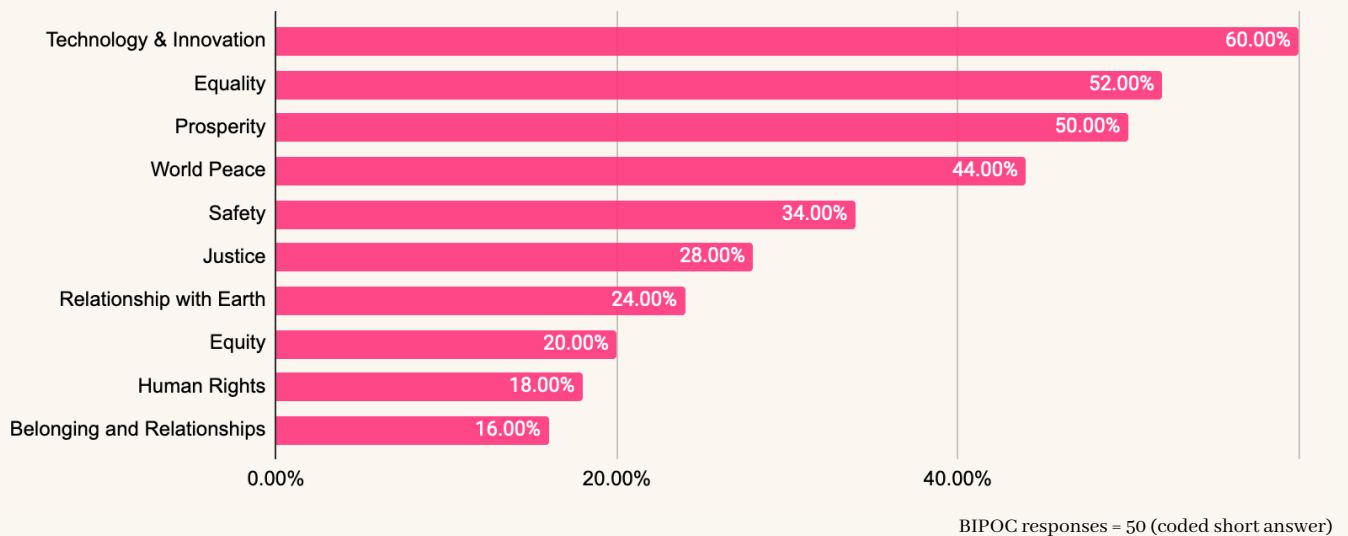


Total responses = 263 (coded short answer)

One of the most common values that young people held for the future was technology and innovation, with 37% of all respondents. This value was the most frequently cited for BIPOC respondents, with 60% naming technology and innovation in their vision statements.

- Young people are thinking about what a world with more advanced technology could look like, and how we should be innovative and creative with technology to find solutions to big, collective problems.
- When asked about the future, many young people talked about futuristic technology and greater automation. They also expressed a desire for creative problem-solving to some of our biggest shared challenges.
- Throughout the tour, young people's responses spoke to how they innovate, are forward-thinking, and are creative problem solvers.

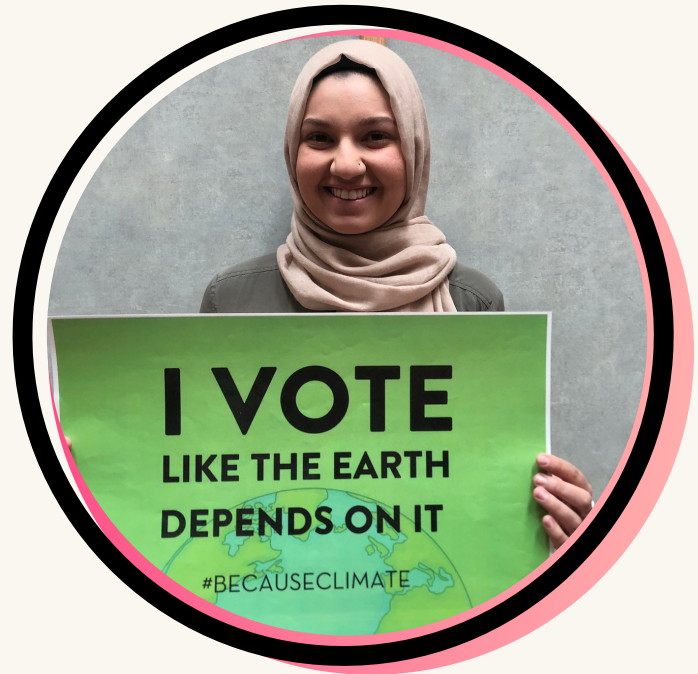
Top values mentioned for BIPOC respondents



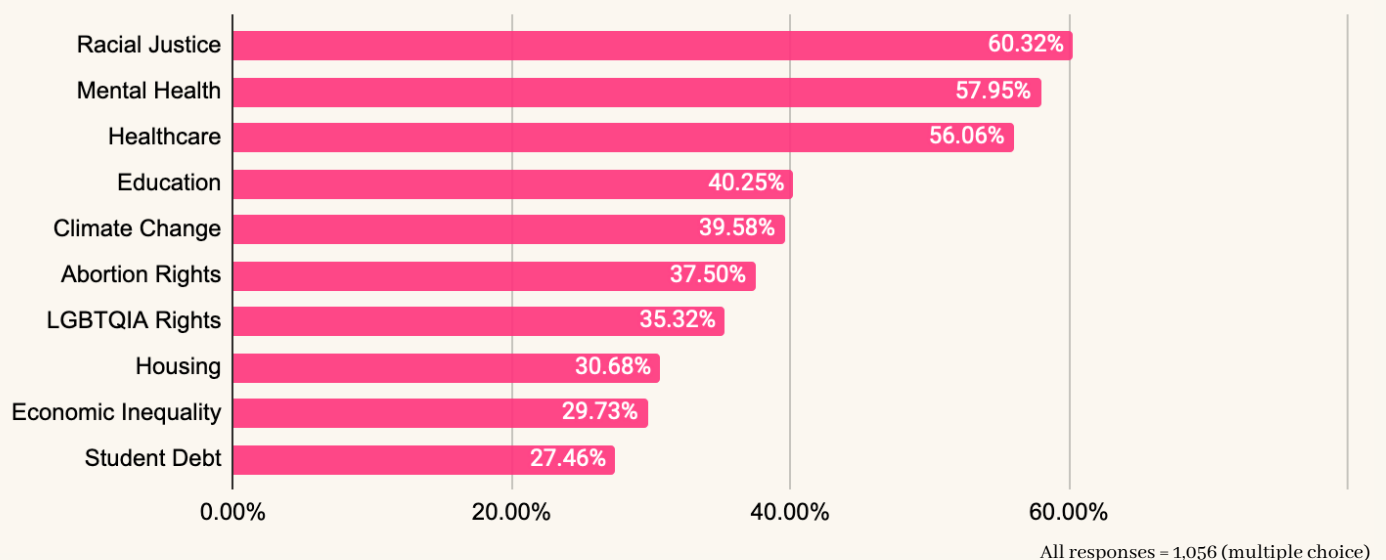
Top Issues

Young people across the board named racial justice as one of their top issues. This finding deeply aligns with young people's vision of equality, as people of color are the most disproportionately harmed and disadvantaged by our current system.

- 60% of total respondents and 78% of BIPOC respondents named racial justice as a top issue.
- Specifically, young people named the protests in 2020 and current conversations around critical race theory as key racial justice issues and moments they care about.
- Many young people also named the importance of racial justice as an intersection of other issues, such as housing, education, and economic justice.



Top issues mentioned by all respondents



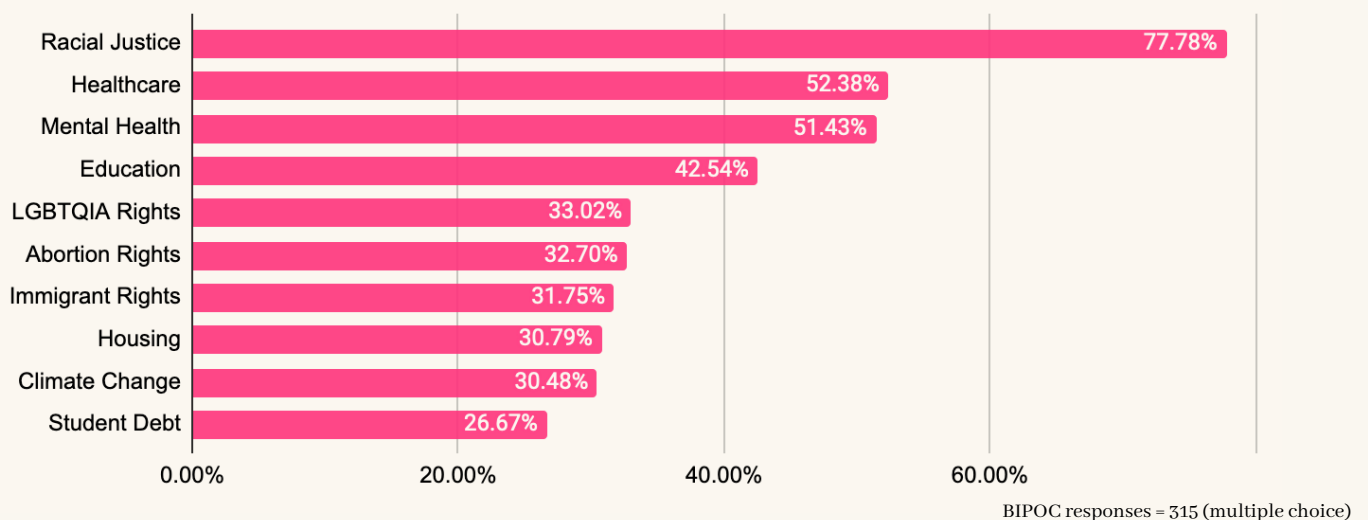


"...[T]he topic that I'm very interested in exploring more [is] racial injustice. I think that racial injustice connects so much with voter suppression and voting rights with all of the bills that are being passed and trying to be passed in a whole bunch of different states..."

Mental health is another top concern for young people; 58% of young people named it as one their top issue. From survey results and YASC members, we consistently heard young people naming this as a priority.

- From access to mental health resources in high schools to recognizing the mental health impacts of oppression and generational trauma, there are many intersections between mental health and other top issues such as racial justice and education.
- This issue is also aligned with young people's desire for more abundance and collectivism in the future—scarcity of our basic needs exacerbates mental health challenges. Throughout the tour, young people named being impacted by economic inequality (especially with rising housing costs), the COVID pandemic, and the existential dread of the climate crisis. All of these factors are shown to have an impact on the mental health of young people.

Top issues mentioned by BIPOC respondents



Youth Power

When describing youth power, 72% of young people describe power as having a voice, being heard, or seeing themselves represented.

- The concept of voice was a strong theme across responses: young people want to be genuinely heard by decision-makers and given an opportunity to speak their mind.
- They also named the power that is inherent with holding leadership positions, which is closely aligned with their desire to see youth representation in the halls of power.
- During the tour, we especially heard an appreciation from young people for opening up space for them to share their vision and be taken seriously—many young people found this to be empowering, which highlights the lack of opportunities young people have to be truly listened to.

Young people also have a strong desire to create tangible change and work together with their community to achieve this change. Many young people hold the belief that power is in numbers and coming together and wielding that collective power is critical to creating change.

A word cloud of terms related to youth power and social change. The words are arranged in a circular pattern, with the most prominent words in the center. The words include: Empowering, Working Together, Create Change, Voice And Representation, New Progress & Growth, Knowledge, Radical, Authenticity, Potential, Leadership Positions, Uproot Oppression, Hope, Valid, Break Barriers, Access To Resources, Create Institutional Change, Energy & Passion, Diverse, Belonging And Relationships, Underestimated, Self Determination, Social Media, Resistance, Involved, Strength, Organizing, Autonomy, Mutual Aid & Help Community, Rights & Protections, Speak/ Stand Up, Future, Adaptability, Influence, Working With Other Generations.



"Youth power is just so strong to me, just because as the youth...we are our future. We could change the world. And if we keep speaking our voices and we have that youth power that we talk about, there could be a lot of good change for our world."



"When I think about youth power, I remember when I was a teenager and the adults in my life wouldn't take me seriously. That was super frustrating. I am sure we can all maybe identify with that. I feel like acknowledging the thoughts of youth and hearing them out and not dismissing them is something that's important."

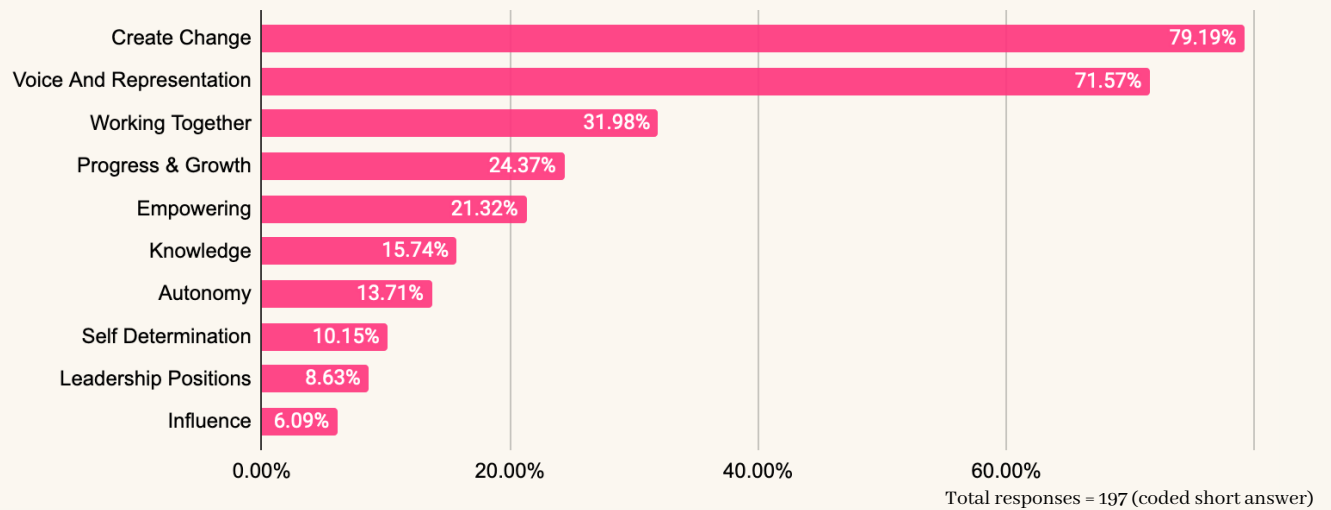


"Well, I always think about people power, I think about the strength of numbers and how nothing changes without the numbers. Everything that I work on, if we don't have people behind it and the number of people behind it, it doesn't work."

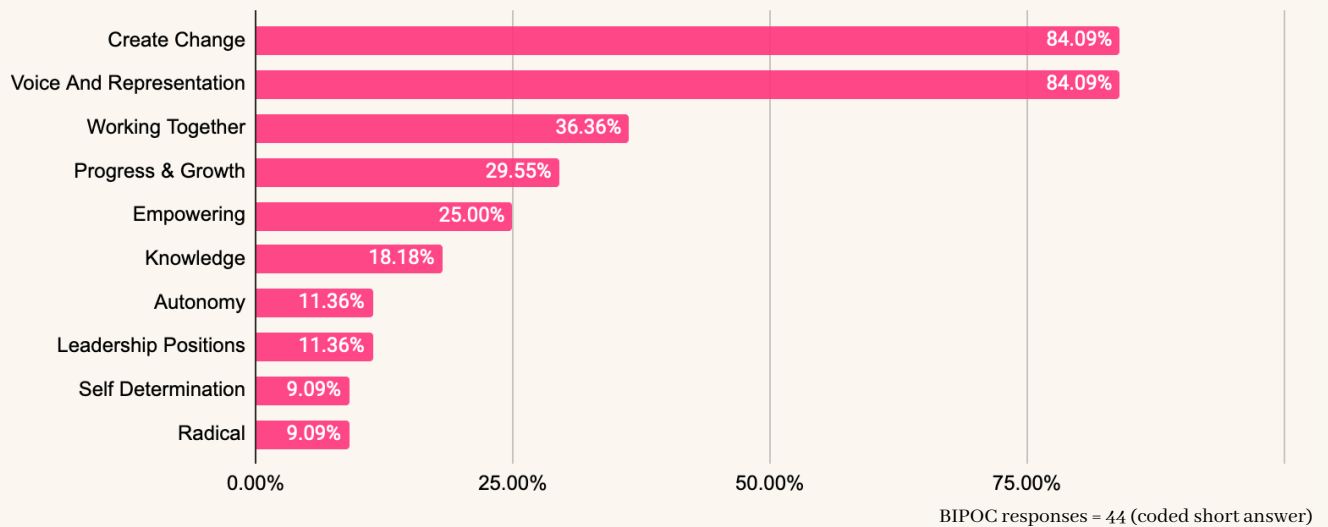


"Youth power is the emboldening of the younger generation to assess modern social justice issues and enact change to the absolute best of their ability. It is the collective organizing of young individuals who wish to enact change for the better."

Youth power themes most common from all respondents



Youth power themes most common from BIPOC respondents



Barriers & Resources

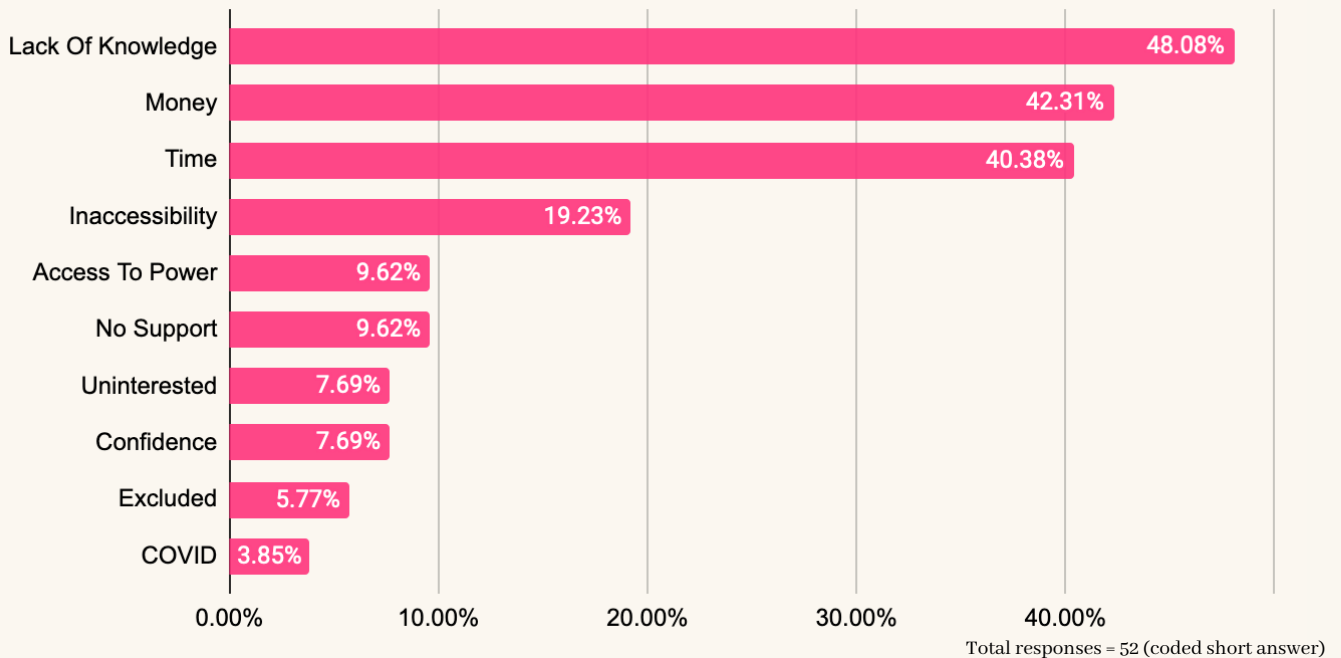
Young people want to be more involved in their communities, but named fundamental barriers such as time, money, or accessibility. Many young people also named simply not knowing where to start to get involved.

- Young people named not knowing how to organize or knowing what issues are most important in their community. They also want more access to education and trainings that would support them to get started.
- Many young people had an interest in being more involved, but did not have enough time or money to balance competing priorities with school, work, and caretaking responsibilities. This insight connects to young people's vision for a more abundant future where our basic needs are met.



"Knowing what is going on and what events are happening/participating in them has a huge impact in being more informed. Coming together in groups of like-minded people also helps drive change and create ideas."

Top barriers mentioned by all respondents

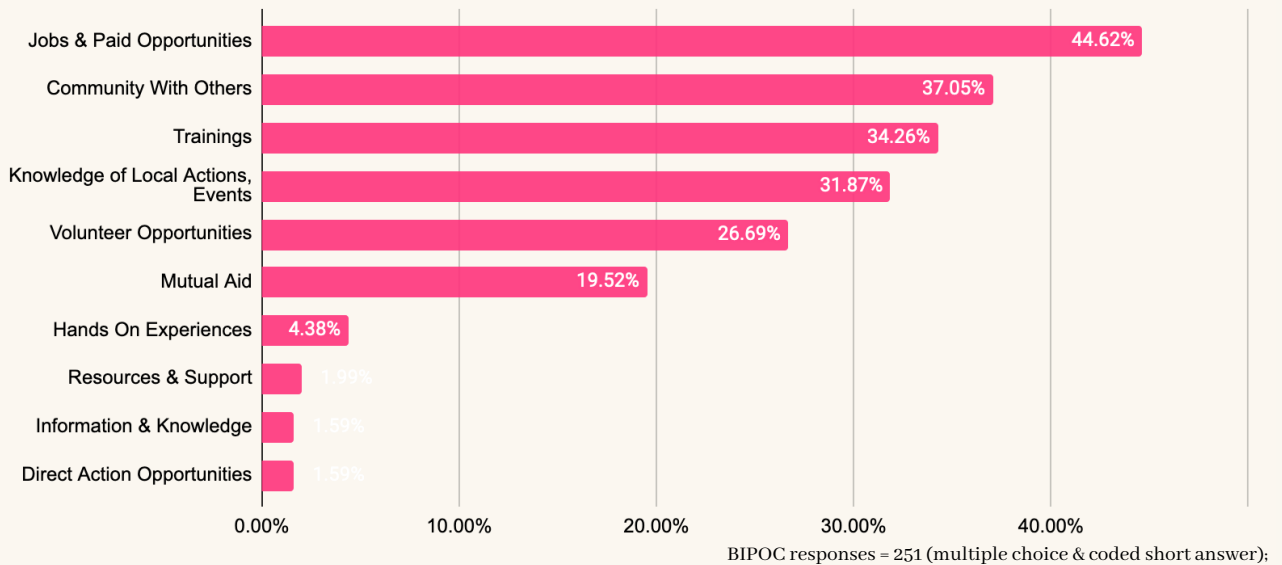


Many young people are looking for hands-on ways to learn, opportunities to create tangible change, and community support to access their power.

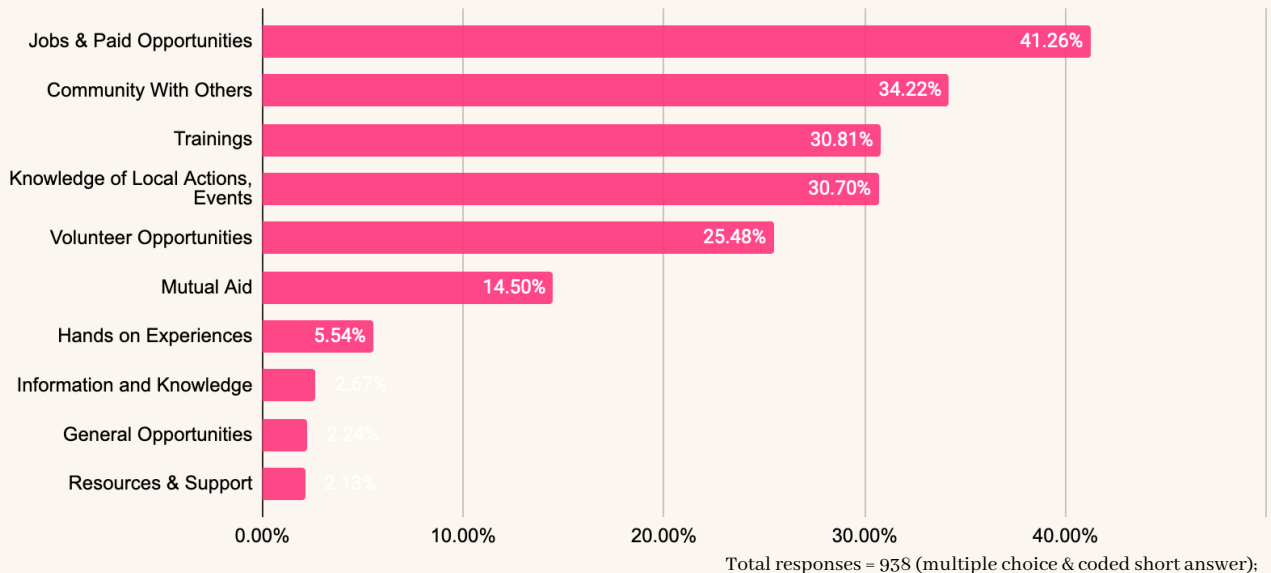
- In particular, young people wanted access to paid jobs or volunteer opportunities to get involved in community organizing.
- Young people have a desire to jump into action and learn by doing. They're looking for a supportive environment in which they can learn how to enact change and access their power through hands-on learning experiences.

"Most of the time, [I have] no idea where to start looking for assistance or information. Workshops and internships would assist greatly in gaining contacts and having on-hand experience."

Top resources mentioned by BIPOC respondents



Top resources mentioned by all respondents

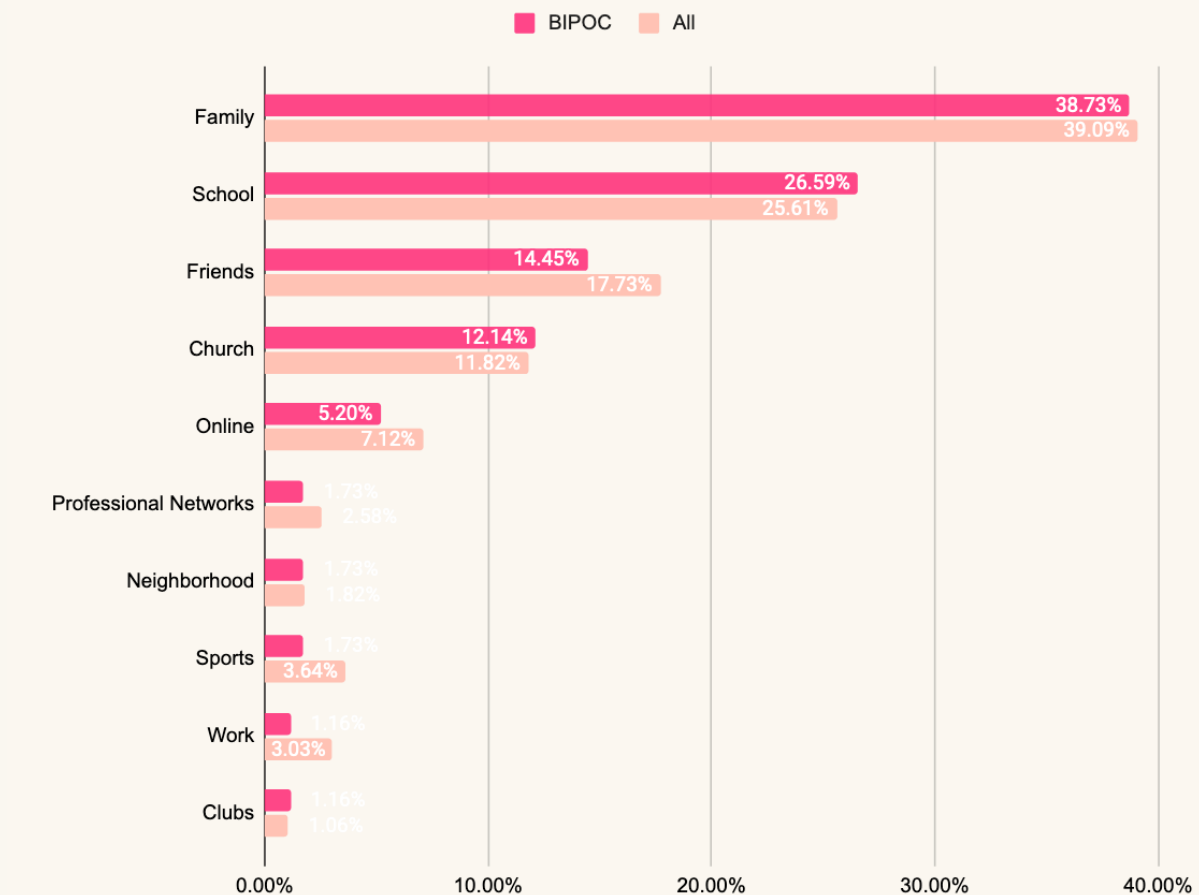


When it comes to meeting young people where they're at, there were several different community spaces where young people already organize: online spaces, school, and church were among the top named.

- Within online spaces, the most common places young people went to learn about the world was search engines (45%) followed by Instagram (44%), Facebook (41%), and Tiktok (32%)
- While conducting the tour, we also learned firsthand how helpful it was to go to already existing community spaces (such as community centers or youth councils) to build knowledge, rather than trying to bring young people into a new space. Many young people named lack of time as a barrier and meeting them in spaces they are already a part of helped break this barrier down.

Top community spaces mentioned by all respondents

Compared by identity



Total responses = 660; BIPOC responses = 173 (coded short answer)

Views on Voting & Government

Young people believe there are a variety of ways to create change and that there should be a more coordinated effort between voting and community organizing.

- When it comes to voting, nearly 48% of young people found voting to be one of the most impactful ways to create change.
 - Over 85% of BIPOC young folks said that voting has some impact or the most impact on their communities.
- 37% of young people said community organizing has one of the greatest impacts on their community.
- In interview responses, young people named that although voting has a big impact on the issues they care about, it is not the only way to make change: we need to combine voting with community organizing, protest, accountability, and direct action.



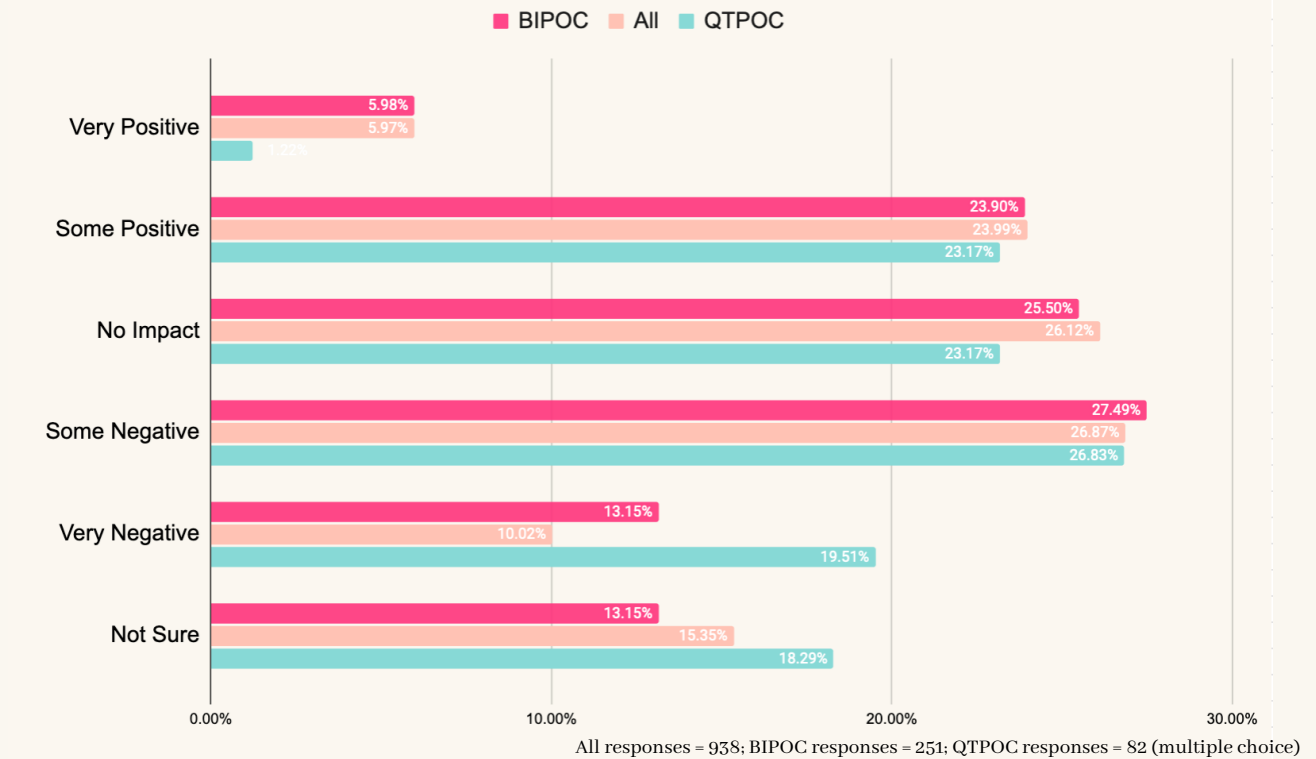
"I want more young people to vote. I'm really excited that we saw a lot of voting in this past election, we saw a record turnout. But I want to see young people involved in not just the presidential and the midterms. I want to see young people voting for their school board."

In general, young people see the government as having a more neutral or negative impact on their communities. Young people consider local government to have a much more positive impact on their lives than the federal government.

- 30% of young people consider the impact of the federal government to be somewhat or very positive, compared to 63% of young people who thought the impact was negative or nonexistent. When it comes to the impact of local government, these percentages were much closer, at 47% and 46% respectively.
- Less than 2% of queer and trans people of color thought the impact of federal government was very positive, compared to 15% for local government.

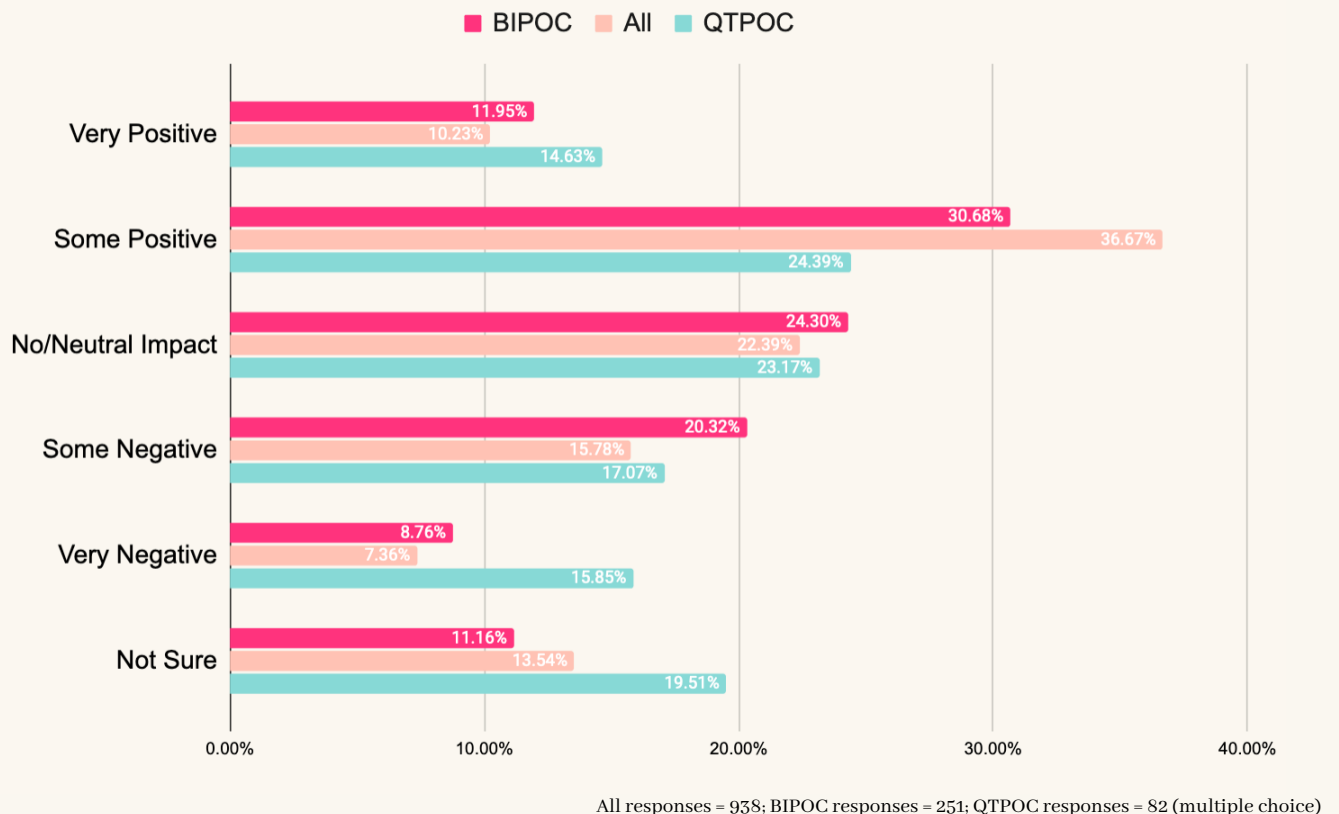
Views on federal government by all respondents

Compared by identity



Views on local government by all respondents

Compared by identity



Moving Forward

If you are a leader in the progressive movement in Colorado—a young person, an elected official, or a community organization—this data can be used to inform plans for engaging the youth community.



Recommendations

Weave values-based messaging to engage young people instead of partisan or ideological messaging.

- Young people across ideological and partisan lines have a set of shared values and issues they care about—this aligns with our experience working with young people who often tell us that they find partisan messaging to be unwelcoming or polarizing.
- Speak to young people's shared values to inspire them to act, such as equality, prosperity, and innovation.

Support and foster creativity when working with young people

- Be ready to provide paid, hands-on learning opportunities and mentorship to support young people to jump right in and learn by doing
- Allow young people to think outside the box and imagine futures that don't already exist—it's our superpower.



When envisioning the future, steer away from theoretical language

- Especially with external communication to young people, root the work and your vision in tangible examples and connect them to the impact it has on their lives
- Connect important issues back to real-life examples as much as possible and weave in the values that young people hold.

Don't silo issues; rather, highlight the connections between them to bring more young people into the conversation

- There are clear top issues that young people are thinking about, but there is also a ton of intersectionality and connection that they name
 - For example, mental health is a top issue. But it's important to also name how interconnected it is with economic justice, racial justice, education, and so many more important issues.

Don't speak for young people—support them to express their own voice and listen deeply!

- When it comes to young people, or anyone that holds a marginalized identity, rather than making assumptions about them, ensure that they are at the table and are empowered to have their own voice.
- Genuinely listen to their hopes, dreams, and ideas for the future.

Encourage people to engage locally and throughout the civic engagement process.

- Expand civic engagement work beyond voting, and ensure that voting isn't centered as the only way to be engaged
- Emphasize the importance of voting in local elections and the power of one's voice at the local level to inspire more young people to get involved.

Bring young people together in community with one another.

- Young people really value shared spaces for community building and opportunities for action and learning, especially spaces they are already engaged in. Rather than making young people come to newly created, often inaccessible spaces, seek out the communities they are already in, such as school, church, and online spaces.
- We all need community—and young people in particular want a community of values-aligned people to create change with in their communities.



Where New Era goes from here

While we do not yet have all the answers from our strategic planning process, the Youth Agenda Listening Tour has guided us to some key insights and recommendations that will inform our work:

We will hold lawmakers accountable to the issues young people care about, bring more young people's voices to the table, and leverage our power as an organization to uplift young people's interests.

- We will ensure decision-makers are taking bold, concrete steps when it comes to the issues that matter most to our generation—for example, we are gearing up to create accountability around bold climate action in the coming months
- We hold political power in Colorado and we must leverage that power to bring young people's needs to the forefront of our elected officials' minds and policy agenda.

We will work to improve our leadership development programs to be more representative of what young people are looking for.

- This will include, but won't be limited to: hands-on learning experiences, letting young people build and lead local campaigns, building their skillsets through trainings and workshops, and facilitating access to power.

We'll be going where young people are at (more than ever) and re-investing in community

- We will evaluate community spaces we have neglected in the past and determine how we can invest in these young people. We will leverage the existing spaces where young people find community to build relationships and broaden our reach.
- We will continue to define what it means to be a political home for young people and how we can infuse the value of community into our work, becoming more community-led as a result.

We will integrate what we've learned into our strategic planning process

- We will evaluate our core issue areas for advocacy work and commit to talking about all of our issues in an intersectional way centered around racial justice.
- We will address the barriers to youth power named in the tour, and shape resources and supports to break down those barriers,
- We will reach out to organizations that take the lead on these issues and build mutually beneficial partnerships and maintain partnerships formed in this project.

Finally, we want the essence of the Youth Agenda Listening Tour—human-centered, community-driven, relational, and anti-racist—to be integrated into our model year-round. We should always have feedback loops with the community we serve to better inform and improve our programs each year. This tour is just the beginning of a much larger transformation and dedication to the young people across Colorado.

Appendix A – Methodology

Methodology for survey collection and interview/focus group recruitment

Surveys were collected in 3 different ways:

1. The general, full-length survey was shared through social media, emails, and relational organizing
2. A shortened version of the survey that was shared via texts, phonebanks and in the field
 - a. Phone and text lists were specifically targeted to reach youth of color and young people in rural areas of the state
 - b. In the field, folks used QR codes to fill out the survey on their phones. These QR codes were present at our Pride and Juneteenth tables.
3. Paid surveys
 - a. Using two different paid survey platforms, targeted (as much as possible) to reach youth of color and young people in rural areas

Youth Agenda interviewees were recruited in 2 different ways:

1. Partner organizations reached out to young people in their community and shared the opportunity to interview
2. Survey respondents indicated on the survey that they were interested in participating in a 1-on-1 interview

Focus groups were formed with support from partner organizations and were typically formed from pre-existing youth spaces that these organizations had created.

Feedback

The Youth Agenda survey had a space for feedback, which we collected throughout the tour. The most common feedback was about the survey's length - while many named that the survey was a bit too long, a few other folks wished there had been more multiple-choice options and free-response spaces to capture their thoughts. Something that was challenging during the tour was balancing accessibility with getting the responses we were looking for. For example, "Imagine you wake up and it's the year 2050: What are the words or phrases that come to mind when you imagine the future you want to live in?" was a question specifically written to support young people that aren't politically engaged - however many young people replied very literally (eg. "flying cars" "robots" "I will be very old").

Appendix B – Research Design

See below for a comprehensive layout of the research questions for this project and the external questions asked in the survey and interviews/focus groups.

What are the experiences of young people, especially young people of color, across Colorado?

Research question we were seeking to answer from the tour	Survey Questions	Interview/Focus Group questions
What is the vision of the world/Colorado they hope to live in? What values do they hold?	Imagine you wake up and it's the year 2050: What are the words or phrases that come to mind when you imagine the future you want to live in?	Imagine you wake up and it's the year 2050: Describe the kind of world you want to live in. What does that world look like, feel like, and sound like?
What issues do they care about?	<p>Choose the top 5 issues that you care about (multiple choice selection of 18 progressive issues with an "other (write-in)" option)</p> <p>In 1-2 sentences, tell us more about your #1 issue. Why did you choose this one?</p> <p>How much of an impact do you think community organizing has on your community? (on a scale from 1-3, with a "not sure" option)</p>	What are the top 3 issues that you care about? Why did you choose these issues?
What is the role of democracy and community organizing in addressing these issues?	<p>How much of an impact do you think voting has on your community? (on a scale from 1-3, with a "not sure" option)</p> <p>Do you think that the federal government has a positive impact on your community? (check all that apply)</p> <p>Do you think that local government has a positive impact on your community? (check all that apply)</p>	<p>Do you think voting has an impact on the vision of the world you want to create/does voting have a role in reaching your vision? Why or why not?</p> <p>What about community organizing? (coordinating with other people to create positive change for your community) Why or why not?</p>

What does youth power mean to young people?

Research question we were seeking to answer from the tour

What would it look like for young people to have power in creating the world they want to live in? How do they define youth power?

Survey Questions

In 1-2 sentences, describe what you think "youth power" means. There is no right or wrong answer!

Interview/Focus Group questions

When you hear the word "power" What do you think of?
What words, ideas or experiences come to mind?

What about "youth power"?

When do you feel like you have power in your life? What are you doing when you feel that way or what contributes to that feeling of power

What barriers do young people face and how can New Era or other organizations break down these barriers to developing young people's power?

Research question we were seeking to answer from the tour

What is getting in the way of them accessing their power?
What are the barriers?

Survey Questions

n/a

Interview/Focus Group questions

What do you think is stopping young people from having real power in our state?

What do you wish you could do to move towards your 2050 vision that you aren't able to?

What do you think gets in the way of young people collectively?

What resources do young people need to access their power? How do we get to their vision?

Select the top 3 resources or support that would help you access or grow your power as a young person (multiple choice). Please explain why you chose these resources and let us know what would be most helpful!

What would it look like for young people to have real power in our state?

What are you doing in your life right now that is moving towards your 2050 vision?



Are you interested in organizing or being more politically involved? What support would you need to get started?

What do you think young people collectively could be doing?

How can organizations like civic engagement and political organizations such as New Era Colorado support young people in building their power? Where in your community is there a need for the work that organizations like New Era do?

Are you interested in organizing or being more politically involved? What support would you need to get started?

How do we meet young people where they're at?

Research question we were seeking to answer from the tour

Survey Questions

Interview/Focus Group questions

What communities are important to young people's political development?

What resources do you use to learn about current events?

What are the most important communities for you in your life? (ex. school, religious groups, online spaces, family). What makes them important?

Where do you go to learn about the issues that you care about? What resources have been most fundamental in shaping your worldview?

What online spaces do young people learn from?

What resources do you use to learn about current events?

n/a

Appendix C – Results

Data and meaning-making process

The data and insights within this report were drawn from a sample size of 1,205 surveys, as well as 16 1-on-1 interviews and 5 focus groups. The data was pulled from multiple-choice responses, free responses coded as certain words or phrases, or a combination of the two.

Survey Demographics & Summary

Survey Type	Total ▾	Age Group	Total	%
Paid Survey	735	<16	55	5.89%
New Era Long Survey	204	16-17	32	3.43%
New Era Short Survey	148	18-25	445	47.64%
1-on-1 Interview	14	25-34	396	42.4%
Focus Groups	4	35+	6	0.64%

Race and/or Ethnicity ▲	Total	%	City	Total ▾	%
Asian, Asian-American	68	6.04%	Not Asked	298	26.49%
Black, African, African-American	94	8.36%	Denver, CO	260	23.11%
Indigenous, American Indian, Native American, Alaska Native	49	4.36%	Colorado Springs, CO	85	7.56%
Latina/e/o/x, Hispanic	189	16.8%	Boulder, CO	72	6.4%
Middle Eastern, North African, Arab-American	22	1.96%	Aurora, CO	56	4.98%
No Response	24	2.13%	Littleton, CO	44	3.91%
Not Listed	18	1.6%	Fort Collins, CO	35	3.11%
Other	4	0.36%	Broomfield, CO	16	1.42%
Pacific Islander, Native Hawaiian	14	1.24%	Greeley, CO	15	1.33%
White, Euro-American	643	57.16%	Grand Junction, CO	15	1.33%

Do you identify as Black, Indigenous and/or a Person of Color?	Total	%
BIPOC	317	28.18%
Non-BIPOC	682	60.62%
No Response/Not Asked	126	11.2%

LGBTQIA+ Identity	Total	%
LGBTQIA+	354	31.47%
non-LGBTQIA+	670	59.56%
No Response/Not Asked	101	8.98%

Disability	Total	%
Disabled	136	12.34%
non-Disabled	872	79.13%
No Response/Not Asked	94	8.53%

Gender Identity & Sex	Total	%
Trans, non-binary and/or intersex	78	6.93%
None	819	72.8%
No Response/Not Asked	228	20.27%

Intersections of Identity	Total	% of total
QTPOC	101	8.98%
Disabled POC	49	4.36%

Vision & Values Summary

Note: answers were coded from free response questions. Multiple codes were often applied to a single written response, so the total numbers do not match survey totals. We created a total of 19,000 individually coded excerpts, and these were the ones containing answers about young people's vision for the future and values.

Name	All ▾	All %	BIPOC	BIPOC %	QTPOC	% QTPOC	Disabled POC	% Disabled POC
Equality/EqualRights&Opportunity	151	13.42%	26	8.2%	10	66.67%	5	25%
RelationshipWithEarth	115	10.22%	12	3.79%	5	33.33%	2	10%
WorldPeace	108	9.6%	22	6.94%	9	60%	2	10%
Prosperity	101	8.98%	25	7.89%	6	40%	2	10%
Technology&Innovation	98	8.71%	30	9.46%	9	60%	5	25%
Safety	86	7.64%	17	5.36%	9	60%	5	25%
CommunityCare	78	6.93%	5	1.58%	1	6.67%	2	10%
Equity	66	5.87%	10	3.15%	5	33.33%	4	20%
Freedom	61	5.42%	7	2.21%	3	20%	1	5%
Justice	52	4.62%	14	4.42%	6	40%	1	5%
Joy	42	3.73%	5	1.58%	2	13.33%	3	15%
BasicNeedsMet	42	3.73%	5	1.58%	0	0%	0	0%
Education	41	3.64%	2	0.63%	1	6.67%	1	5%
Clean	39	3.47%	3	0.95%	1	6.67%	0	0%
HumanRights	36	3.2%	9	2.84%	4	26.67%	2	10%
Nature&Environment	35	3.11%	6	1.89%	1	6.67%	1	5%
BelongingAndRelationships	33	2.93%	8	2.52%	4	26.67%	3	15%
Empathy&Compassion	29	2.58%	3	0.95%	1	6.67%	2	10%
Kindness	29	2.58%	2	0.63%	0	0%	0	0%
Openness&Growth	27	2.4%	4	1.26%	1	6.67%	1	5%
NoHate	25	2.22%	4	1.26%	4	26.67%	1	5%
Love	25	2.22%	6	1.89%	2	13.33%	4	20%
Unity	24	2.13%	4	1.26%	0	0%	0	0%
Diversity	22	1.96%	2	0.63%	1	6.67%	1	5%
Sustainable	20	1.78%	3	0.95%	0	0%	1	5%
Authenticity	17	1.51%	3	0.95%	1	6.67%	1	5%
Anti-Capitalist	17	1.51%	1	0.32%	1	6.67%	0	0%
BetterLife	14	1.24%	3	0.95%	0	0%	0	0%
Inclusion	14	1.24%	1	0.32%	0	0%	1	5%

Top Issues Summary

Note: null value displayed where coded data was unavailable. The top issues through Transportation were provided as multiple choice options on our surveys. Issues below Voting Rights were generated from free response and "Other" answers supplied by respondents.

Issue	All ▾	All %	BIPOC	BIPOC %	QTPOC	% QTPOC	Disabled POC	% Disabled POC
RacialJustice	637	56.62%	245	77.29%	69	68.32%	29	59.18%
MentalHealth	612	54.4%	162	51.1%	51	50.5%	31	63.27%
Healthcare	592	52.62%	165	52.05%	34	33.66%	24	48.98%
Education	425	37.78%	134	42.27%	36	35.64%	19	38.78%
ClimateChange	418	37.16%	96	30.28%	31	30.69%	12	24.49%
AbortionRights	396	35.2%	103	32.49%	42	41.58%	13	26.53%
LGBTQIRights	373	33.16%	104	32.81%	61	60.4%	20	40.82%
Housing	324	28.8%	97	30.6%	24	23.76%	16	32.65%
EconomicInequality	314	27.91%	78	24.61%	22	21.78%	11	22.45%
Studentdebt	290	25.78%	84	26.5%	22	21.78%	13	26.53%
AnimalRights	256	22.76%	62	19.56%	22	21.78%	8	16.33%
GunReform	251	22.31%	67	21.14%	22	21.78%	13	26.53%
ImmigrantRights	248	22.04%	100	31.55%	36	35.64%	10	20.41%
ReformOrAbolition	230	20.44%	64	20.19%	28	27.72%	13	26.53%
DisabilityRights	172	15.29%	52	16.4%	23	22.77%	14	28.57%
WorkersRights	163	14.49%	48	15.14%	14	13.86%	4	8.16%
IssuesCareOther	118	10.49%	35	11.04%	4	3.96%	3	6.12%
SexEd	110	9.78%	35	11.04%	16	15.84%	11	22.45%
Transportation	106	9.42%	26	8.2%	10	9.9%	5	10.2%
VotingRights	29	2.58%	7	2.21%	5	4.95%	1	2.04%
GunRights	16	1.42%	3	0.95%	null	null	null	null
Economy/FiscalPolicy	15	1.33%	5	1.58%	null	null	null	null
RegulateAbortion	9	0.8%	0	0%	null	null	null	null
Antimmigration	8	0.71%	0	0%	null	null	null	null
WomensRights	7	0.62%	1	0.32%	null	null	null	null
Safety	4	0.36%	0	0%	null	null	null	null
DrugDecriminalization	4	0.36%	0	0%	null	null	null	null
IndigenousRights	3	0.27%	1	0.32%	null	null	null	null
ForeignPolicy	2	0.18%	null	0%	null	null	null	null

Impact of Voting, Community Organizing

Notes: data compiled from multiple choice answers. Not all surveys included these questions, so totals reflect how many folks were asked each question. Geographic data include some aggregation of data into regions and do not include every response.

Impact of Voting	Total	% All	BIPOC ...	% BIPOC	QTPOC...	% QTPOC	Disabled POC	% Disabled POC
Most Impact	539	47.91%	165	52.05%	50	49.5%	34	69.39%
Some Impact	436	38.76%	107	33.75%	31	30.69%	12	24.49%
No Impact	67	5.96%	23	7.26%	4	3.96%	3	6.12%
Unsure	92	8.18%	23	7.26%	13	12.87%	2	4.08%

Impact of Voting	Boulder Area	Boulder Area %	CO Springs Area	CO Springs %	Denver Area	Denver Area %	Eastern Plains	Eastern Plains %	FOCO Area	FOCO Area %	Mountain Towns	Mtn Town %	Western Slope	Western Slope %
Most Impact	56	52.83%	49	47.57%	222	52.61%	19	47.5%	23	43.4%	13	50%	16	48.48%
Some Impact	43	40.57%	40	38.83%	142	33.65%	17	42.5%	20	37.74%	10	38.46%	8	24.24%
No Impact	3	2.83%	4	3.88%	25	5.92%	2	5%	1	1.89%	1	3.85%	3	9.09%
Unsure	8	7.55%	11	10.68%	37	8.77%	2	5%	9	16.98%	2	7.69%	5	15.15%

Importance of Organizing	Total	Total %	BIPOC ...	% BIPOC	QTPOC...	% QTPOC	Disabled POC	% Disabled POC
Most Impactful	350	37.31%	105	41.83%	38	46.34%	21	42.86%
Some Impact	401	42.75%	101	40.24%	29	35.37%	17	34.69%
No Impact	75	8%	14	5.58%	3	3.66%	2	4.08%
Unsure	133	14.18%	37	14.74%	15	18.29%	6	12.24%

Importance of Organizing	Boulder Area	Boulder Area %	CO Springs Area	CO Springs %	Denver Area	Denver Area %	Eastern Plains	Eastern Plains %	FOCO Area	FOCO Area %	Mountain Towns	Mtn Town %	Western Slope	Western Slope %
Most Impactful	42	39.62%	39	37.86%	145	34.36%	14	35%	23	43.4%	9	34.62%	8	24.24%
Some Impact	50	47.17%	44	42.72%	191	45.26%	21	52.5%	16	30.19%	15	57.69%	14	42.42%
No Impact	5	4.72%	6	5.83%	39	9.24%	1	2.5%	3	5.66%	0	0%	3	9.09%
Unsure	15	14.15%	15	14.56%	50	11.85%	6	15%	11	20.75%	2	7.69%	7	21.21%

Impact of Federal Government & Local Government

Notes: data are from multiple choice responses on surveys. Not every survey asked about local and federal government impact, so totals reflect responses.

Importance of Fed Govt Impact	All	% All	BIPOC	% BIPOC	QTPOC	% QTPOC	Disabled POC	% Disabled POC
Very Positive	56	5.97%	15	5.98%	1	1.22%	2	4.08%
Some Positive	225	23.99%	60	23.9%	19	23.17%	9	18.37%
No Impact	245	26.12%	64	25.5%	19	23.17%	11	22.45%
Some Negative	252	26.87%	69	27.49%	22	26.83%	11	22.45%
Very Negative	94	10.02%	33	13.15%	16	19.51%	11	22.45%
Not Sure	144	15.35%	33	13.15%	15	18.29%	3	6.12%

Importance of Fed Govt Impact	Boulder Area	Boulder Area %	CO Springs Area	CO Springs %	Denver Area	Denver Area %	Eastern Plains	Eastern Plains %	FOCO Area	FOCO Area %	Mountain Towns	Mtn Town %	Western Slope	Western Slope %
Very Posi...	11	10.38%	5	4.85%	17	4.03%	3	7.5%	1	1.89%	2	7.69%	0	0%
Some Po...	34	32.08%	13	12.62%	103	24.41%	9	22.5%	17	32.08%	7	26.92%	5	15.15%
No Impact	23	21.7%	35	33.98%	117	27.73%	7	17.5%	9	16.98%	4	15.38%	4	12.12%
Some Ne...	32	30.19%	27	26.21%	106	25.12%	12	30%	15	28.3%	7	26.92%	9	27.27%
Very Neg...	10	9.43%	13	12.62%	36	8.53%	4	10%	4	7.55%	3	11.54%	4	12.12%
Not Sure	17	16.04%	11	10.68%	64	15.17%	5	12.5%	8	15.09%	4	15.38%	10	30.3%

Importance of Local Govt Impact	All Respondents	% All	BIPOC ...	% BIPOC	QTPOC ...	% QTPOC	Disabled POC	% Disabled POC
Very Positive	96	10.23%	30	11.95%	12	14.63%	5	10.2%
Some Positive	344	36.67%	77	30.68%	20	24.39%	15	30.61%
No/Neutral Impact	210	22.39%	61	24.3%	19	23.17%	7	14.29%
Some Negative	148	15.78%	51	20.32%	14	17.07%	8	16.33%
Very Negative	69	7.36%	22	8.76%	13	15.85%	8	16.33%

Importance of Local Govt Impact	Boulder Area	Boulder Area %	CO Springs Area	CO Springs %	Denver Area	Denver Area %	Eastern Plains	Eastern Plains %	FOCO Area	FOCO Area %	Mountain Towns	Mtn Town %	Western Slope	Western Slope %
Very Positive	15	0.14	7	0.07	42	0.1	7	0.18	4	0.08	5	0.19	2	0.06
Some Positive	49	0.46	29	0.28	167	0.4	13	0.33	23	0.43	7	0.27	8	0.24
No/Neutral Im...	22	0.21	30	0.29	93	0.22	8	0.2	10	0.19	2	0.08	8	0.24
Some Negative	15	0.14	21	0.2	54	0.13	7	0.18	7	0.13	5	0.19	4	0.12
Very Negative	6	0.06	5	0.05	27	0.06	2	0.05	0	0	3	0.12	6	0.18
Not Sure	9	0.08	13	0.13	54	0.13	5	0.13	10	0.19	4	0.15	4	0.12

Youth Power

Notes: data were coded from short response. Totals reflect total coded surveys.

Word	Sum ▾	Sum %	BIPOC	BIPOC %	QTPOC	QTPOC %	Disabled POC	Disabled POC %
Create Change	156	79.19%	37	84.09%	0	0%	0	0%
Voice And Representation	141	71.57%	37	84.09%	0	0%	0	0%
Working Together	63	31.98%	16	36.36%	0	0%	0	0%
Progress & Growth	48	24.37%	13	29.55%	0	0%	0	0%
Empowering	42	21.32%	11	25%	17	27.87%	15	51.72%
Knowledge	31	15.74%	8	18.18%	14	22.95%	12	41.38%
Autonomy	27	13.71%	5	11.36%	4	6.56%	3	10.34%
Self Determination	20	10.15%	4	9.09%	0	0%	0	0%
Leadership Positions	17	8.63%	5	11.36%	0	0%	0	0%
Access To Resources	12	6.09%	3	6.82%	0	0%	0	0%
Influence	12	6.09%	3	6.82%	12	19.67%	12	41.38%
Speak/StandUp	11	5.58%	1	2.27%	8	13.11%	5	17.24%
UnsureAbtYouthPower	11	5.58%	3	6.82%	11	18.03%	10	34.48%
Resistance	9	4.57%	2	4.55%	7	11.48%	7	24.14%
CreateInstitutionalChange	9	4.57%	2	4.55%	9	14.75%	9	31.03%
Future	8	4.06%	2	4.55%	5	8.2%	4	13.79%
Radical	8	4.06%	4	9.09%	5	8.2%	3	10.34%
Hope	7	3.55%	0	0%	1	1.64%	0	0%
Organizing	7	3.55%	1	2.27%	4	6.56%	1	3.45%
New	7	3.55%	2	4.55%	6	9.84%	6	20.69%
Energy&Passion	6	3.05%	0	0%	1	1.64%	0	0%

Barriers to young people's power

Notes: data were coded from short responses. Not all responses were coded and not all surveys included a response. Totals reflect how many responses were coded.

Barriers	Total ▾	Total %	BIPOC ...	% BIPOC	None ...	% None
LackOfKnowledge	25	2.22%	9	2.84%	11	1.61%
Money	22	1.96%	3	0.95%	18	2.64%
Time	21	1.87%	3	0.95%	15	2.2%
Inaccessibility	10	0.89%	1	0.32%	8	1.17%
NoSupport	5	0.44%	1	0.32%	4	0.59%
AccessToPower	5	0.44%	3	0.95%	0	0%
Uninterested	4	0.36%	2	0.63%	2	0.29%
Confidence	4	0.36%	0	0%	3	0.44%
Excluded	3	0.27%	0	0%	3	0.44%
Govt&PoliticiansBad/Corrupt	2	0.18%	0	0%	2	0.29%
MentalWellnessorHealth	2	0.18%	0	0%	1	0.15%
COVID	2	0.18%	0	0%	2	0.29%
Motivation	2	0.18%	0	0%	2	0.29%
Fear	2	0.18%	0	0%	1	0.15%
LackOfInfo	1	0.09%	0	0%	1	0.15%
StudentDebtBarrier	1	0.09%	0	0%	1	0.15%
Isolated	1	0.09%	0	0%	1	0.15%
Overwhelmed	1	0.09%	0	0%	1	0.15%
Hopelessness	1	0.09%	0	0%	1	0.15%
Polarization&Division	1	0.09%	0	0%	1	0.15%

Resources young people need

Notes: data collected from multiple choice answers as well as coded from short response.

Resources	Total ▾	Total %	BIPOC Respondents	% BIPOC	QTPOC Respondents	% QTPOC	Disabled POC	% Disabled POC
Job&InternshipOppos	387	41.26%	112	44.62%	18	21.95%	10	22.73%
CommunityWithOthers	321	34.22%	93	37.05%	16	19.51%	8	18.18%
Trainings	289	30.81%	86	34.26%	14	17.07%	11	25%
KnowledgeOfActions	288	30.7%	80	31.87%	16	19.51%	10	22.73%
VolunteerOppos	239	25.48%	67	26.69%	16	19.51%	8	18.18%
MutualAid	136	14.5%	49	19.52%	10	12.2%	5	11.36%

Resources	Boulder Area ▾	Boulder Area %	CO Springs Area	CO Springs %	Denver Area	Denver Area %	Eastern Plains	Eastern Plains %	FOCO Area	FOCO Area %	Greeley Area	Greeley Area %	Mountain Towns	Mtn Town %	Western Slope	Western Slope %
Jobs & Paid Opportunities	61	57.55%	3	2.91%	56	13.27%	6	15%	7	13.21%	0	0%	2	7.69%	3	9.09%
Volunteer Opportunities	44	41.51%	5	4.85%	33	7.82%	3	7.5%	0	0%	1	6.67%	1	3.85%	1	3.03%
Knowledge of Local Actions, Events	43	40.57%	8	7.77%	60	14.22%	6	15%	4	7.55%	1	6.67%	2	7.69%	1	3.03%
Trainings	31	29.25%	4	3.88%	35	8.29%	2	5%	3	5.66%	0	0%	2	7.69%	2	6.06%
Community With Others	22	20.75%	7	6.8%	56	13.27%	4	10%	6	11.32%	0	0%	1	3.85%	3	9.09%
Mutual Aid	13	12.26%	1	0.97%	19	4.5%	1	2.5%	1	1.89%	1	6.67%	1	3.85%	0	0%

Resources from Short Answer	Total ▾	Total %	BIPOC ...	% BIPOC
Hands On Experience	52	5.56%	11	3.47%
Information & Knowledge	25	2.67%	4	1.26%
General Opportunities	21	2.25%	1	0.32%
Resources & Support	20	2.14%	5	1.58%
Professional Development	17	1.82%	3	0.95%
Direct Actions	16	1.71%	4	1.26%
Opportunities for Community	13	1.39%	3	0.95%
Education	12	1.28%	1	0.32%
Personal Development	10	1.07%	2	0.63%
Unbiased Information	9	0.96%	0	0%
Material Support	5	0.53%	1	0.32%
Basic Needs Met	4	0.43%	2	0.63%
Included & Centered	3	0.32%	1	0.32%
Professional Networking	2	0.21%	0	0%
Support from Community	2	0.21%	0	0%
Leadership	2	0.21%	0	0%
Mentorship	1	0.11%	0	0%
Support Racial Justice	1	0.11%	0	0%
Consistent Volunteer Opportunities	1	0.11%	0	0%
Debt Program	1	0.11%	0	0%
Institutional Power & Support	1	0.11%	0	0%

Important Community Spaces

Notes: answers coded from short response. Total reflect total responses to this question.

CommunitySpace	All Respondents ▾	% All	BIPOC Respondents	% BIPOC
Family	258	39.09%	67	38.73%
School	169	25.61%	46	26.59%
Friends	117	17.73%	25	14.45%
Church	78	11.82%	21	12.14%
Online	47	7.12%	9	5.2%
Sports	24	3.64%	3	1.73%
Work	20	3.03%	2	1.16%
Professional Networks	17	2.58%	3	1.73%
Neighborhood	12	1.82%	3	1.73%
Clubs	7	1.06%	2	1.16%
ExerciseGroup&FitnessCommunity	6	0.91%	0	0%
IdentitySpaces	4	0.61%	2	1.16%
Nature	3	0.45%	0	0%
Hospitals	2	0.3%	1	0.58%
None/notsure	2	0.3%	2	1.16%
OppressedGroups	2	0.3%	2	1.16%
Agriculture	2	0.3%	0	0%
PoliticalOrganizations	2	0.3%	0	0%
Mentor	2	0.3%	0	0%
RomanticPartner	2	0.3%	0	0%
Gym	1	0.15%	0	0%
Art	1	0.15%	0	0%
Vol	1	0.15%	0	0%
LocalBusiness	1	0.15%	0	0%
Library	1	0.15%	0	0%
FoodPantry	1	0.15%	0	0%
Union	1	0.15%	0	0%
Military	1	0.15%	0	0%
GreekLife	1	0.15%	0	0%
Concerts	1	0.15%	1	0.58%
Women-centeredspaces	0	0%	0	0%
CommonInterest	0	0%	0	0%
CommunitySpaces	0	0%	0	0%
Ethnic/cultural	0	0%	1	0.58%

Resources young people use to learn about current events

Notes: multiple choice answers

Resources for Learning Current Events	Total ▾	Total %	BIPOC Respondents	% BIPOC	QTPOC Respondents	% QTPOC	Disabled POC	% Disabled POC
Friends & Family	499	53.2%	118	47.01%	35	34.65%	26	53.06%
Online & Search Engines	423	45.1%	99	39.44%	33	32.67%	21	42.86%
Instagram	416	44.35%	109	43.43%	29	28.71%	16	32.65%
Facebook	388	41.36%	110	43.82%	35	34.65%	23	46.94%
Television	373	39.77%	109	43.43%	37	36.63%	15	30.61%
TikTok	296	31.56%	99	39.44%	40	39.6%	19	38.78%
Podcasts	246	26.23%	63	25.1%	24	23.76%	11	22.45%
Twitter	235	25.05%	76	30.28%	34	33.66%	20	40.82%
Snapchat	214	22.81%	76	30.28%	21	20.79%	13	26.53%
Print Media	214	22.81%	53	21.12%	15	14.85%	8	16.33%
Magazines	70	7.46%	25	9.96%	4	3.96%	3	6.12%
Other	59	6.29%	17	6.77%	7	6.93%	4	8.16%