



# Designing and delivering public legal education programs for youth

PLEAC Conference • October 25, 2022



**JUSTICE**  
FOR CHILDREN  
AND YOUTH

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# Agenda

Introductions

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Using a youth rights framework

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Guidelines for better legal workshops

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Know your audience

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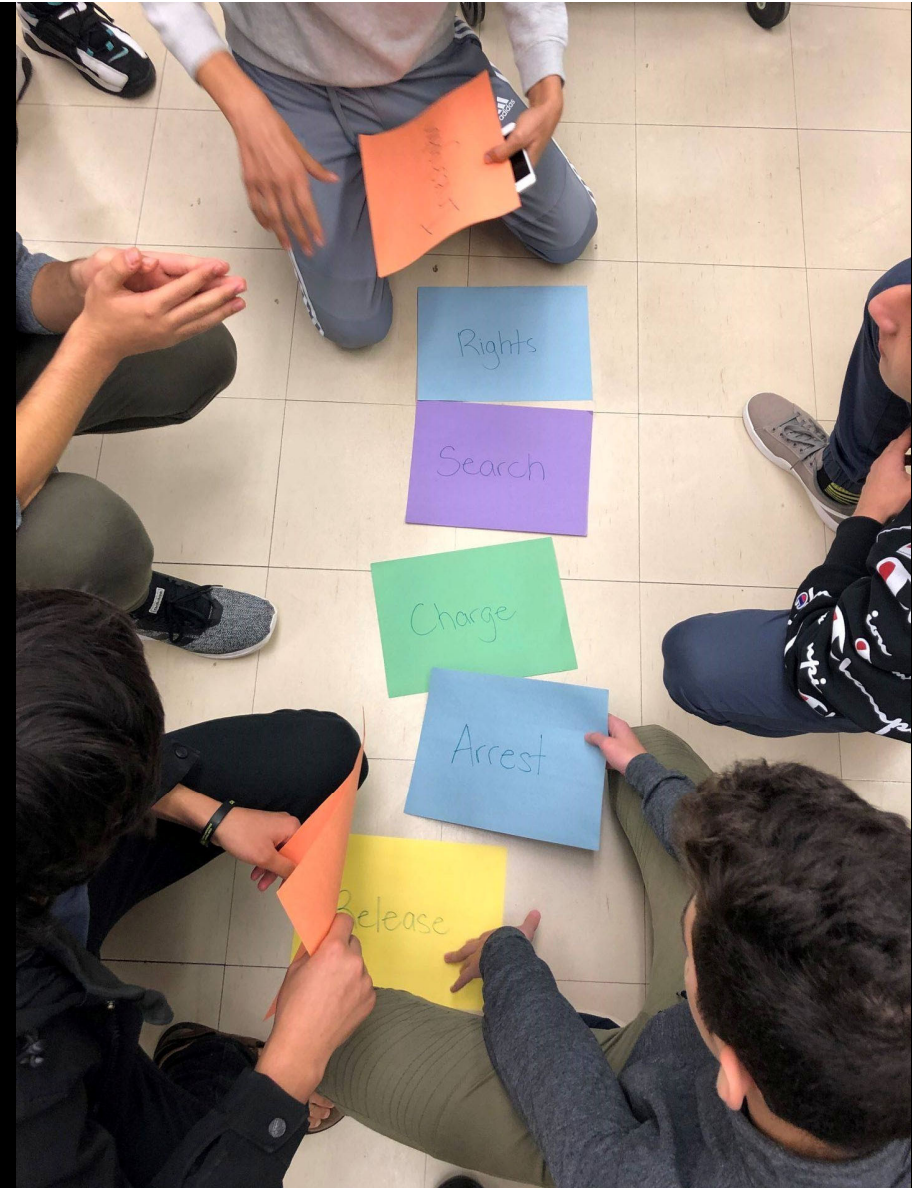
Let them apply what that they have learned

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Provide take-away resources

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Questions? Ideas to share?



# About us



Provides legal services for young people under 18 and homeless youth under 25 in Ontario.

**Emily Chan** (she/her)

**Gnanushan Krishnapillai** (Na-nu; he/him)



Provides youth-focused public legal education in schools and community spaces in Ontario.

**Jess Reekie** (she/her)

**Enisoné Kadiri** (she/her)

**Time for an ice-breaker!**

# Using a youth rights framework

1. Are a child's or young person's rights engaged?
2. What are the views and wishes of the child or young person?
3. What obstacles may they face?
4. What resources can you share or refer them to?

Handout available online at:

<https://cleoconnect.ca/trainers-guides-ontario-legal-clinics/training-materials-youth-rights>

## A Youth Rights Framework



This framework consists of four key questions that act as a guide to ensuring that young people's rights are recognized and protected. Community workers can ask themselves these questions in every situation that involves a young person.

- 1 Are a child's or young person's rights engaged?
- 2 What are the views and wishes of the child or young person?
- 3 What obstacles may they face?
- 4 What resources can you share or refer them to?

# JFCY youth rights video

This video is available online at: [www.youtube.com/watch?v=3kqyBMYzkwc](http://www.youtube.com/watch?v=3kqyBMYzkwc)







# OJEN guidelines for better legal workshops

<https://ojen.ca/en/training/facilitator-training/guidelines-for-better-legal-workshops>

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## Guidelines for Better Legal Workshops

*These guidelines drawn on the practical experience of public legal education (PLE) workshop facilitators and staff at the Ontario Justice Education Network. They are intended for legal professionals who are providing PLE workshops to the community.*

### 1. Know your audience.

Assess what the community needs before you prepare your content. Talk to community members or local community workers to identify relevant topics.

↓ To do:

- Put the audience first; follow their needs and interests.
- Expect a range of starting points. Some audience members will know almost nothing about your topic while some may have extensive personal or professional experience.

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## OJEN guidelines for better legal workshops

1. Know your audience
2. Use or adapt existing resources
3. Make the content practical
4. Explain your role and its limits
5. Be a good host
6. Use clear and simple language
7. Define your legal terms early and often
8. Let the audience apply what they've learned
9. Connect the audience with free or low-cost legal services
10. Provide take-away legal information resources



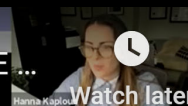


# Want to learn more?

<https://ojen.ca/en/webinar/guidelines-better-legal-workshops-webinar-2021>



Guidelines for better legal workshops: best practices for effective PLE ...



Barreau  
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MORE VIDEOS



The Action Group  
on Access to Justice  
Groupe d'action  
sur l'accès à la justice

Presented on October 28, Access to Justice Week 2021



0:12 / 1:31:26 • We...



YouTube





## 1<sup>st</sup> guideline: know your audience

### What are their legal information needs?

Identify relevant topics from:

- the young people themselves
- the adults who work with them and have relationships of trust

### Some things to keep in mind:

- Range of starting points
- Manage youth disclosures
- Duty to report
- Anticipate how you will manage misinformation



## Know your audience: use a hook

### The importance of a good hook


#### Some examples:


- A scenario or short story
- Recent news item
- True/false activities
- Four corners and other “vote with your body” activities
- Demonstration
- Video



# Know your audience: hooks continued


To find these resources online: <https://ojen.ca/en/steps-to-justice>


FACILITATOR'S PACKAGE: EMPLOYMENT LAW WORKSHOP 

 Facilitator's Package: Employment Law  
**TRUE OR FALSE**


1. If your job requires you to wear a uniform, your employer can make you pay for it without your consent.  
**F** – You must agree in writing, or else your employer cannot make you pay for your uniform.
2. I really can't function without caffeine in the afternoon. Good thing employers have to give me a paid lunch break and a coffee break!  
**F** – In Ontario, most employees are entitled to an unpaid meal break of at least 30 minutes for every 5 hours of consecutive work. Employers are not required to give other breaks beyond that.
3. I work at McDonalds and I accidentally ruined 6 Tiny Macs. I'm glad they can't make me pay for those!  
**T** – An employer can't deduct your pay due to faulty work. However, if the problem is consistent, they may decide to fire you.
4. I'm so tired today! But at least tomorrow is Remembrance Day, so my boss has to give me the day off.  
**F** – Remembrance Day is not a statutory holiday in Ontario, so they do not have to follow the *Employment Standards Act* guidelines for holiday pay and time off.
5. I work at Lulumelon, and they want me to wear only Lulumelon clothes to work. I think they have to give me a discount.  
**F** – The employer is allowed to decide whether employees get a discount on products the employer makes or sells, or on services the employer provides. The employer is also the one who determines how much the discount will be.

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FACILITATOR'S PACKAGE: EMPLOYMENT LAW WORKSHOP 

**Facilitator's Package  
Scenarios** 

Start on the Steps to Justice question, "Does my employer have to pay me for public holidays?" under **Getting Paid**. Follow the steps from the landing page to answer the questions. The relevant steps are listed in brackets following the question.

 **Scenario 1: Demonstration**

My boss told me that I need to work on Good Friday. He said that because I don't celebrate Easter, he doesn't have to give me holiday pay like the other staff.

Start on the Steps to Justice topic, "Getting Paid" with the question, "Does my employer have to pay me for public holidays?"

- In general can employers force their employees to work on public holidays? (Landing page)
- How much is "holiday pay"? (Landing page)
- What is the name of the law that covers most jobs in Ontario? (Landing page, Step 1)
- What are some jobs that are not covered by this law? (Link from Step 1)
- Is there a human rights issue in this scenario?

**Discussion**  
Most workplaces in Ontario are covered by the *Employment Standards Act* (ESA). Holiday pay is pay that you receive for a public holiday, and it is calculated by dividing an employee's total pay over the previous four weeks by 20 – so it is roughly the same as an "average" day's pay. Some employment sectors are exempted from this, such as emergency services and tourism, in which taking time off can be dangerous or unrealistic.

There is a clear human rights violation in this scenario as the employer is attempting to treat this employee differently than others on the basis of the employee's religious beliefs, which is a protected ground under the *Ontario Human Rights Code*.

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## Know your audience: hooks continued



JFCY's [special education video series](#) on YouTube



# Know your audience: hooks continued



JFCY's comic series, available online:

<https://jfcy.org/en/online-resources/print-publications/>



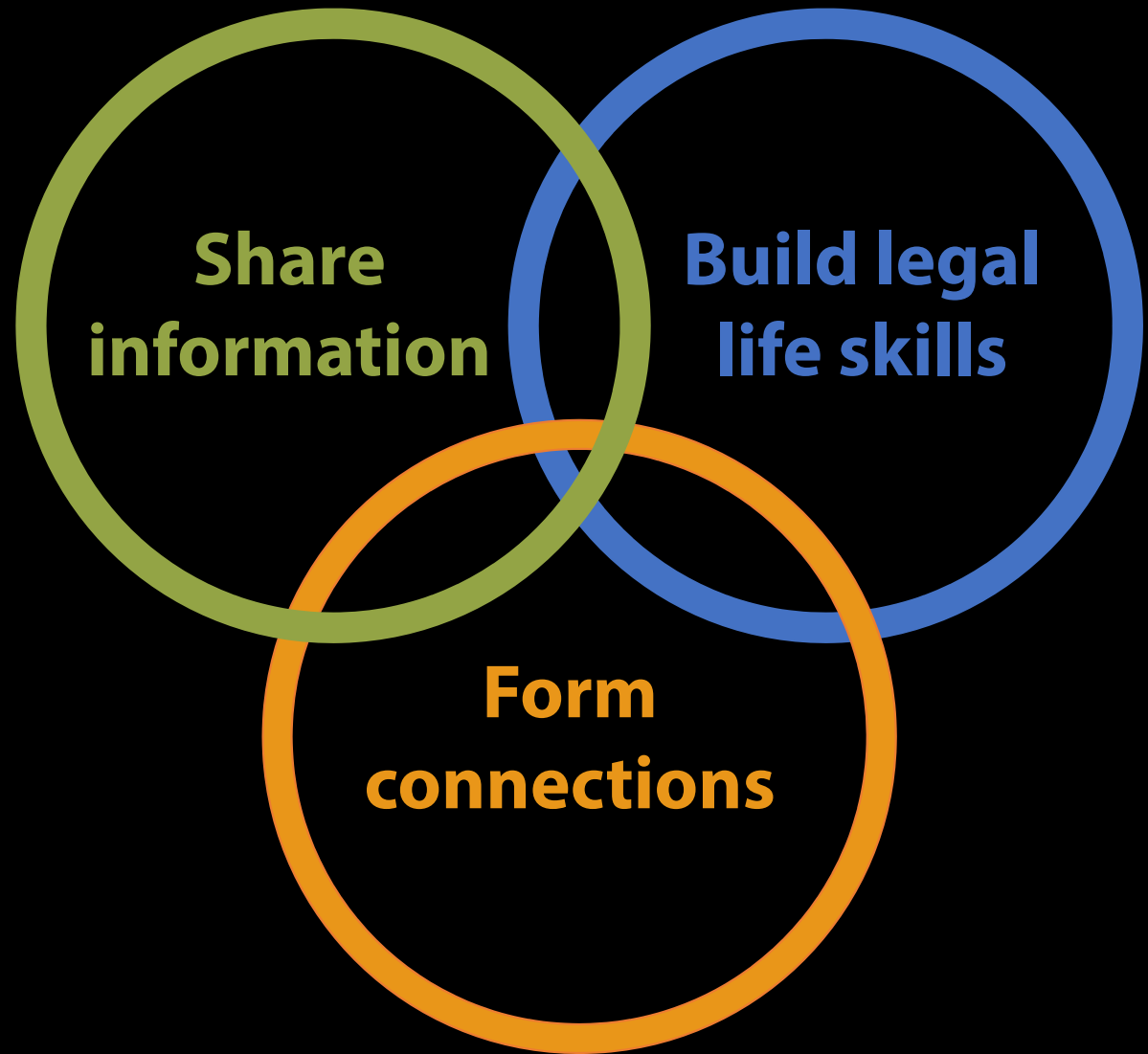


## 2<sup>nd</sup> Guideline: let them apply what they've learned

- ✓ Encourage people to internalize what they've learned by applying it to a concrete exercise.
- ✓ Consider using:
  - ✓ a discussion scenario
  - ✓ a series of questions
  - ✓ a mock interview/phone call
  - ✓ filling in a form
  - ✓ A role play

A chance to  
practice some  
legal life skills

# How we build legal capability



# Legal Life Skills



# **Shall we demonstrate?**

(We're going to need 3 volunteers.)

**Role playing exercise:** Eni (the narrator) will read the scenario, pausing at the end of each sentence so that the volunteers (the young people) can play their parts. Emily (the officer) will interact with the volunteers.

Three friends, Kai, Jamie and Remy (all 17 years old), decide to walk to the park. On their way, they see two police officers on the sidewalk. One of the officers immediately approaches them and asks them a question.

- Kai responds first.
- The officer replies.
  
- Let's say, Jamie responds first
- The officer replies.
  
- Let's say, Remy responds first
- The officer replies.

## Also an opportunity to address **different learning styles**

Learning Style	Description	Engagement Tips
<b>Visual spatial</b>	Processes information best when it is seen Pictures over words Images of ideas	Use slides and videos to illustrate legal concepts Provide paper and pens/crayons Ask participants to draw an answer, then share
<b>Social interpersonal</b>	Learns best with others Likes communication and feedback Enjoys group discussions	Small and large group discussions Circle set-up for discussion
<b>Kinesthetic (Physical)</b>	Finds success with hands-on opportunities	Use activities that require movement, like: "Line up," "4 corners," or a "Build a mock courtroom"
<b>Logical</b>	Learns best through logical reasoning Likes steps and systems Thinks and plans before acting	Map out steps to a solution Provide ample time to reflect and organize thoughts, before sharing
<b>Verbal linguistic</b>	All about written and spoken words Writes notes and outlines Enjoys group discussions	Small and large group discussions Activities that require writing and then presenting





# Provide take-away legal information

Bring copies of:

- ☐ fact sheets,
- ☐ promotional materials for services you mentioned,
- ☐ glossaries,
- ☐ links to helpful websites, or
- ☐ anything else that will help them after the workshop is over.

Visit our Legal Rights Wiki - [www.jfcy.org](http://www.jfcy.org)

**Youth Criminal Justice Act**  
The YCJA provides unique rights and procedures for young people between the ages of 12 - 17 who are charged with a criminal offence in Canada.

Application of the YCJA   The Police   Right to a Lawyer   Detention   EJM & EJS   Court Process  
Sentencing Process   Sentences   Youth Records   Appeals

**Education**  
Going to school is a legal requirement for young people between the ages of 6 and 17. The Education Act gives parents and children specific rights in the publicly funded school system.

Attendance Rights   Special Education   Suspensions   Expulsions   Exclusions

**Leaving Home**  
In Ontario, you can choose where you live when you are 16 years old. The decision to leave is often not easy and can lead to difficulties in getting all your belongings, having enough money to support yourself and attending school.

Leaving Home Rights   Child Support & Social Assistance   Shelters   Tenants

**Hot Topics**  
These are some of the common issues that JFCY lawyers are asked about.

Sexual Activity   Shoplifting Demand Letters   Marijuana   Police Stops & Searches   Police Complaints  
Security Guards   Streets & Sidewalks

**Health & Mental Health**  
Become informed about your legal rights when it comes to decisions about your health and mental health care treatment.

OHIP and IFHP   Consent & Privacy   Decisions and Capacity   Psychiatric Facilities   Secure Treatment

**Discrimination and LGBTQI2S Rights**  
The Ontario Human Rights Code protects you from discrimination on many grounds and in many social areas. Specific legal concerns raised by youth identifying in LGBTQI2S communities are about GSAs, Trans and Gender Inclusive Spaces and changing their ID.

# Legal Rights Wiki

## Youth Criminal Justice

- The Police
- Bail
- Right to a Lawyer
- Detention
- EJM & EJS
- Court Process
- Sentencing Process
- Sentences
- Youth Records
- Appeals

## Education

- Attendance Rights
- Special Education
- Suspensions
- Expulsions
- Exclusions

## Leaving Home

- Rights
- Financial Support & Social Assistance
- Shelters
- Tenants

## Health & Mental Health

- OHIP & IFHP
- Consent & Privacy
- Decisions & Capacity
- Psychiatrist Facilities
- Secure Treatment

## Discrimination & LGBTQI2S Rights

- Human Rights & making a claim
- Legal Rights
- GSA & LGBTQ-Specific School Groups
- Trans-Inclusion & Gender Segregated Spaced
- Government-Issued ID

## Provincial Offences

- Tickets
- Trespassing
- Panhandling
- Parks
- Alcohol

## Hot Topics

- Age Based Laws
- CICB
- Cannabis
- Police Stops & Searches
- Police Complaints

- Security Guards
- Shoplifting Demand Letters
- Sexual Activity
- Streets & Sidewalks

## Child Discipline, Protection & Custody

- Corporal Punishment "Spanking"
- Children's Aid Society
- Child Protection Court
- Custody & Access

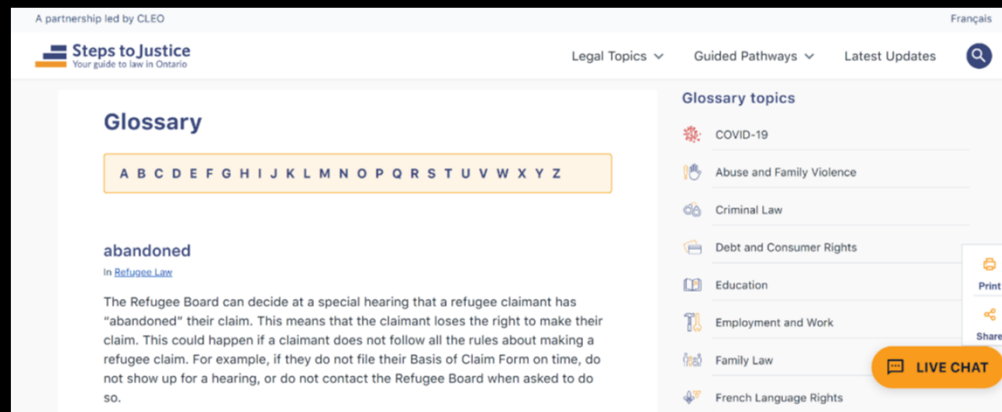
## Homeless Youth Over 18

- Warrants
- Criminal Court
- Adults Records
- Record Suspensions
- Immigration
- Victims of Crime
- Small claims court
- Mental health





# Provide take-away legal information



**Where to find  
reliable legal info**

**Where to find good  
legal help in your  
neighbourhood**

Find the Steps to Justice glossary online:  
<https://stepstojustice.ca/glossary-all/>

**Questions?**

**Ideas to share?**

# Want these slides?

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# Stay in touch!

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