



Institute for
Youth in Policy
2023—2024 Annual Report

The past year stood as a cornerstone for the Institute, where we brought to life our three core missions—educate, engage, and empower—leveraging the dynamics of our community and the passion of our team to foster transformative experiences.



■ Paul Kramer, Founder
and Chief Executive
Officer of YIP

Dear Friends and Supporters of the Institute for Youth in Policy,

As we reflect on another transformative year at YIP, I am filled with immense pride and gratitude for the remarkable strides we have made together. This annual report celebrates our significant achievements and the hard work of our dedicated team, all made possible through your unwavering support.

This past year, we crossed an impressive milestone of 10 million site visits, highlighting the growing interest and engagement with our work. 2023 marked the first year of our recurring fellowship program, and since then, we have hosted six cohorts with 30-45 graduates each. Remarkably, the vast majority of these fellows remain engaged with YIP or one of our strategic partners post-fellowship.

Our Policy department has been prolific, creating 65 policy briefs through our proprietary dialogue policy teams. These efforts are crucial in bridging theory with tangible actions, a core part of our mission. The launch of policy initiatives and discourse initiatives at the beginning of Q2 in 2024 further solidified our commitment to impactful, real-world applications of our fellows' learnings.

The establishment of the Center for Civic Growth this year represents another significant milestone. This center focuses on nurturing civic-minded youths and providing them with the tools and resources necessary to drive positive change. Initiatives like the voter registration drive toolkit and our Curriculum Pilot Program, supported by the Riley's Way Foundation, are key components of this mission.

Our mission at YIP is to educate, engage, and empower the next generation of policy leaders. We aim to bridge theory with tangible actions by providing rigorous research opportunities, fostering constructive debate, and nurturing holistic policy understanding. Through these efforts, we prepare young leaders to make informed, impactful decisions in their communities and beyond.

I want to wholeheartedly thank our fellows, alumni, staff, partners, and supporters. Your unwavering dedication is the heartbeat of our organization, making our work not only possible but deeply impactful. Together, we are nurturing a generation of young leaders who will tackle the complex challenges of our time and create a more perfect union. Your support means everything to us, and we are incredibly grateful to have you by our side.

Thank you for being a part of this incredible journey.

With love,

A stylized, handwritten signature in black ink, appearing to read 'Paul Kramer'.

Paul Kramer
Chief Executive Officer

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Our core values are mixed into every aspect of our work: Principled Neutrality guarantees fairness in all interactions; Lifelong Learning emphasizes continual growth and education; Collaborative Innovation fosters teamwork and inventive solutions; Efficacy ensures our actions are efficient and effective; Integrity & Transparency build trust through openness and ethical practices.

● The Year at a Glance

■ Our impact in a snapshot:

As we reflect on the past year at YIP, we are proud to highlight key accomplishments and initiatives that underscore our commitment to fostering leadership and civic engagement among youth.

● College Board and AP Conference

YIP presented the **only student-led session** at the College Board's 2023 AP Annual Conference, showcasing our innovative discourse-based approach to civics education. Our work with the College Board through the Big Future Live series has reached over **4,000 registrants**, further establishing YIP as a leader in educational innovation.

● Operational Growth

Throughout the history of YIP, there have been **1,000 students operationally engaged beyond a program**, each dedicated to supporting our mission and enhancing the experiences we offer. This expansion reflects our commitment to building a robust support system for our programs and initiatives.

● Employee Satisfaction

Feedback from our team indicates a **high level of job satisfaction**, underscoring our success in creating a supportive and fulfilling work environment. This positive workplace culture not only attracts top talent but also fosters **dedication and creativity across our staff**.

● Academic Contributions

Our efforts in curriculum development have led to the **publishing of several influential papers**, contributing to academic discourse and providing valuable insights into effective civics education practices.

● Increased Policy Brief Engagement

Traffic to our published policy briefs has **significantly increased**, indicating a growing interest in our research and the theories we explore. This uptick in engagement demonstrates the relevance and impact of our work in shaping public policy discussions.

● Curriculum Stipend Pilot Program

The introduction of a stipend program for educators participating in our Curriculum Pilot Program, supported by a grant from the Riley’s Way Foundation, has enabled us to **attract and support teachers in implementing innovative civics education strategies** in their classrooms.

● Launch of the Center for Civic Growth

The **establishment of the Center for Civic Growth** marks a significant milestone in our efforts to inspire and empower youth. This new center focuses on nurturing civic-minded youths and providing them with the tools and resources needed to effect positive change.

● Strategic Engagements.

Our ongoing **collaborations with prestigious institutions and organizations** continue to amplify our reach and impact. These partnerships enable us to bring diverse perspectives and resources to our fellows and participants, enriching their learning experience and broadening their understanding of civic engagement.

Discourse

6

Discourse Fellowship Cohorts

45

Average Cohort Size

Education

400+

Students Engaged through
Discussion-Based Workshops

35

Reports on State Standards

4

Presentations at National Conferences

3

International Research Conferences

Policy & Media

1000+

International Essay Contest
Submissions

65+

Policy Briefs Published

10M+

Impressions



● Mission & Vision

● Mission

At YIP, we are driven by a mission to **educate, engage, and empower** the next generation of leaders with the tools, knowledge, and connections needed to forge meaningful change in the policy landscape. We are committed to bridging theoretical knowledge with tangible actions, ensuring that our fellows not only understand policy challenges but also actively engage in crafting and implementing effective solutions. Through rigorous research, constructive debate, and hands-on involvement in civic initiatives, we turn potential into impactful action.

● Vision

Looking ahead to 2024 and beyond, YIP envisions a world where young leaders are at the forefront of policy innovation and civic engagement. **We aim to build America's largest network of young innovators**, influencing policy across public, private, and educational sectors. By nurturing holistic understanding and fostering a nonpartisan approach, our vision extends to seeing YIP alumni in influential positions, shaping policy that reaches millions and enacting change that echoes through generations.

● Values

- **Principled Neutrality.** We refrain from commenting on political matters to protect free speech and ensure a space where students of all opinions can engage.
- **Lifelong Learning.** We promote a culture of ongoing education, encouraging our community to embrace continuous improvement and intellectual curiosity.
- **Collaborative Innovation.** We foster an environment where collective creativity flourishes, integrating diverse ideas to develop novel solutions.
- **Efficacy.** We prioritize efficiency and outcome-oriented approaches, ensuring that our efforts lead to meaningful and measurable results.
- **Integrity & Transparency.** We uphold the highest standards of honesty and clarity in our operations, building trust through openness and ethical behavior.



As one of our dedicated team members, Fatima Nadeem, eloquently stated:
"As a new addition to the team, YIP has already shown me tons of possibilities for me to grow and become a leader. I am more interested in civic education than I was before! Through my outreach work and prior connections, I have been able to connect my department to amazing initiatives to collaborate, making my work incredibly fulfilling."

This is precisely what we aim to achieve at YIP—educating, engaging, and empowering leaders who are passionate about civic education and equipped to drive collaborative initiatives that make a real impact. We are committed to continuing this journey of empowerment and excellence, ensuring that every member of our

Meet the visionary leaders driving innovation and impact at the Institute.

Executive Team



Paul Kramer
Chief Executive Officer

Paul is the founder of the Institute for Youth in Policy, a nonpartisan NGO building the world's largest network of civic change-makers. Alongside running the Institute, Paul serves as the Head of Strategy at the Grand Bargain Project and works in Special Projects at MoVi Partners. He has been in senior leadership at multiple national political campaigns, is Founding Partner of a design agency, and is majoring in Organizational Development, Data Science, and Public Policy at Vanderbilt University as a Crescere Aude Scholar.



Mason Carlisle
Chief Operations Officer

Hailing from Spokane, Washington, Mason is a passionate advocate for youth empowerment. Shaped by his own educational experiences, he enjoys reading, traveling, and developing nurturing environments where young minds can flourish. Mason is currently pursuing his major in Elementary Education, double minoring in Business Administration and Teaching English to Speakers of Other Languages (TESOL), and is working on his endorsements in American Sign Language, Deaf/Heard of Hearing Education, and Reading at Whitworth University.



Connor Cowan
Chief Impact Officer

Connor is a student at Harvard University and a Coke Scholar originally from Fairfield, Connecticut and serves as the Chief Impact Officer at the Institute for Youth in Policy. In his role, he oversees all of YIP's impact functions, as well as strategic planning aimed at moving the organization towards its long term goals. Outside of the Institute, Connor represents 500,000+ students on the Connecticut State Board of Education, having been one of two student members nominated by CT Governor Ned Lamont. He also serves on the board of the Connecticut Association.



Carlos Bindert
Chief of Staff

Carlos is a fifth-year student at RIT majoring in Supply Chain Management, striving towards the goal of a world driven by technology that works better for everyone. At YIP, he works behind the scenes to ensure administrative functions operate smoothly, focusing on technology and finance. Carlos has previous civics experience in several areas, including issue advocacy, campaign management, and election security. He is passionate about planning, both within YIP and in the way the public sector — particularly transit agencies — take ideas to execution.

Senior Vice Presidents



Eli Solomon
Policy

Eli Solomon is a rising freshman at Harvard College from Ridgewood, NJ passionate about promoting increased civic engagement amongst young people. At YIP, Eli serves as the Senior Vice President of Policy, where he oversees the research and external impact initiatives within the Policy Media department.



Gwen Singer
Fellowship & Discourse

Gwen is a student at Emory University studying neuroscience, behavioral biology, and political science. Aligning with her interest in reducing political polarization, she hopes to explore the correlation between specific neural mechanisms and decision-making processes, particularly how they influence the formation of political affiliations and preferences.



Mollie Guba
Education

Mollie Guba is a senior at Northwestern University studying Philosophy and Legal Studies. She has been the Senior VP of Education at YIP for two years. Outside of YIP, Mollie is a Research Assistant at Northwestern's Institute for Policy Research and Department of Sociology, and she ultimately plans to attend law school and pursue a career in criminal or constitutional law.



Sia Ratwani
People Operations

Sia Ratwani is a driven individual with a passion for business and leadership. At YIP, she began as a People Operations liaison role to the SVP of People Operations within a year, demonstrating her talent for both strategic thinking and relationship building. Sia plans to utilize this experience in college and pursue a successful career at the intersection of business and leadership.



Taekyong Kim
Center for Civic Growth

Taek is YIP's senior vice president of civic growth. His love for politics was ignited while interning for a local political campaign. Before taking on his current role, he initially joined YIP as its director of voter engagement. Taek resides in California and attends Lynbrook High School as a senior. In his free time, he enjoys listening to jazz.

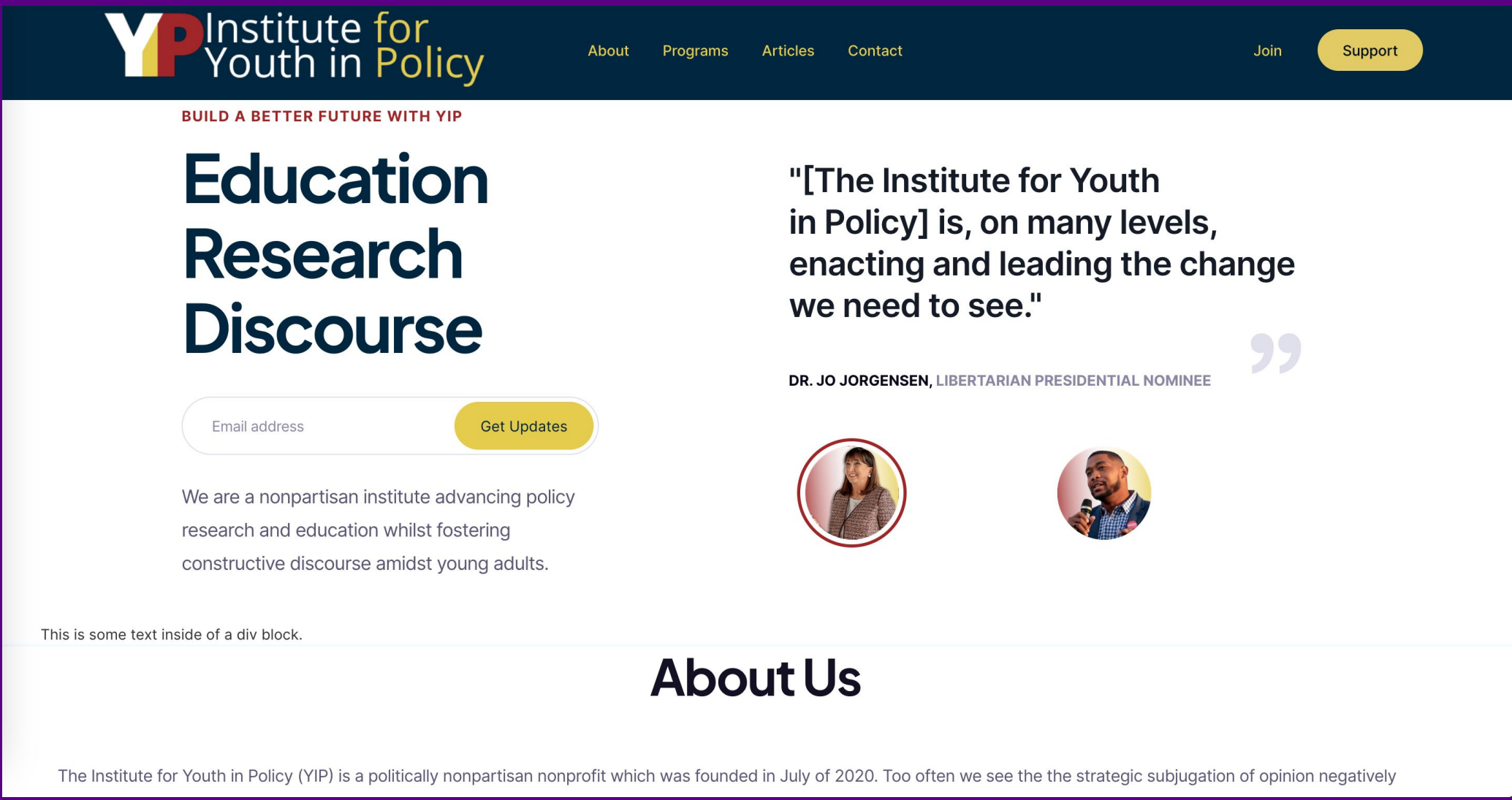
YIP’s website has gone through a number of design refreshes over the years. Just like the organization, we constantly are looking for ways to improve accessibility and user experience.

2020

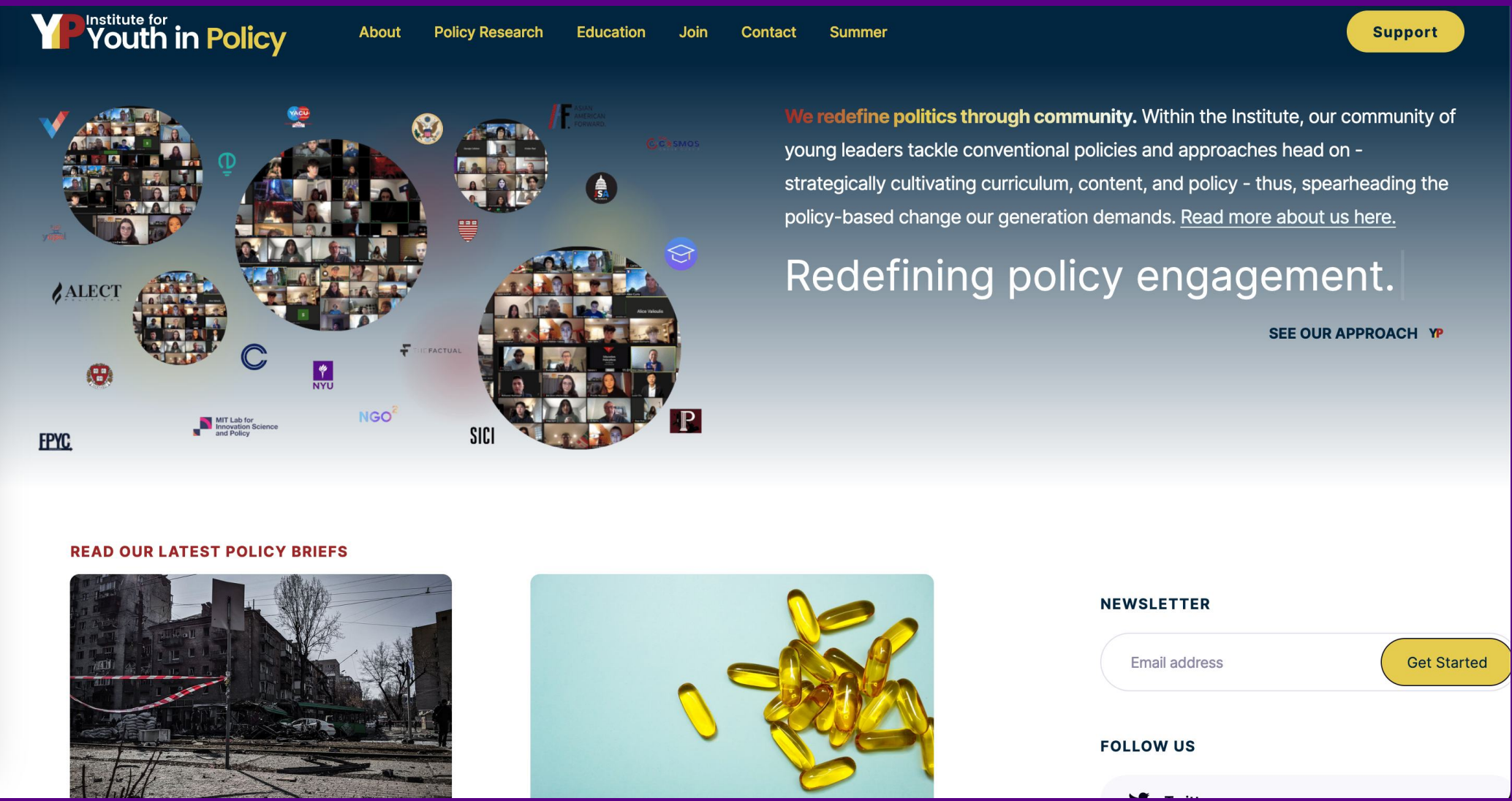


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2021

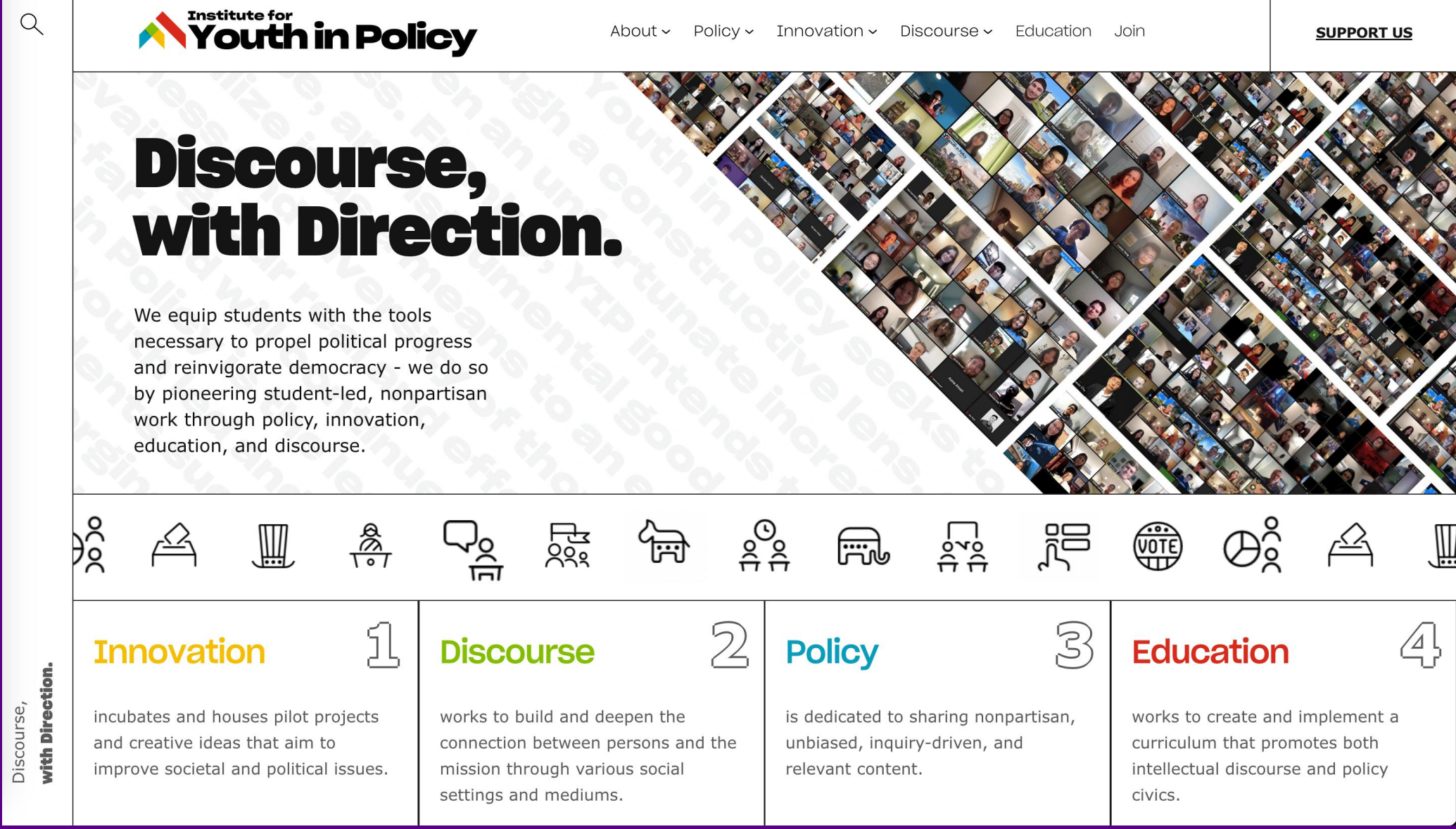


February

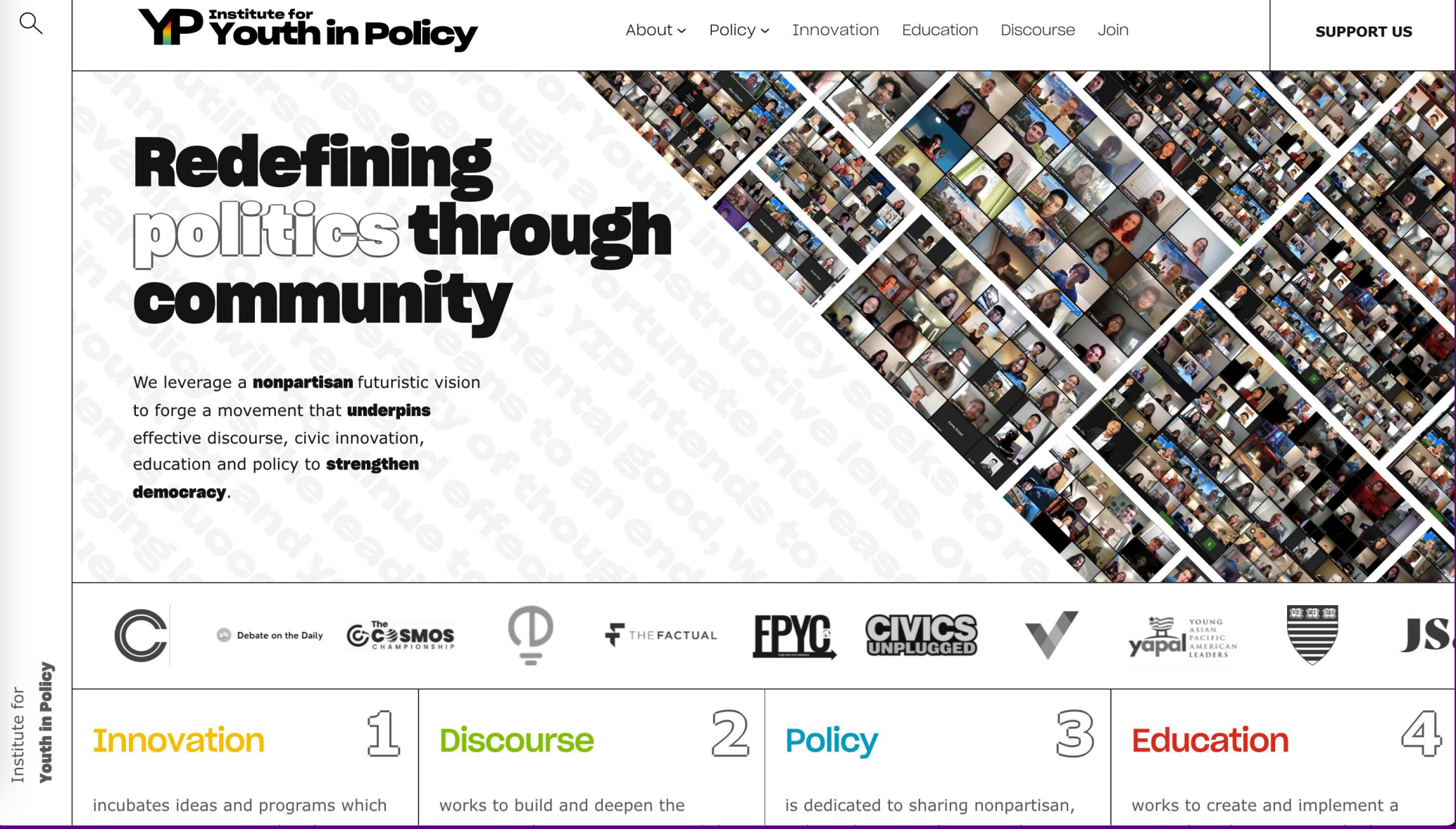


November

2022

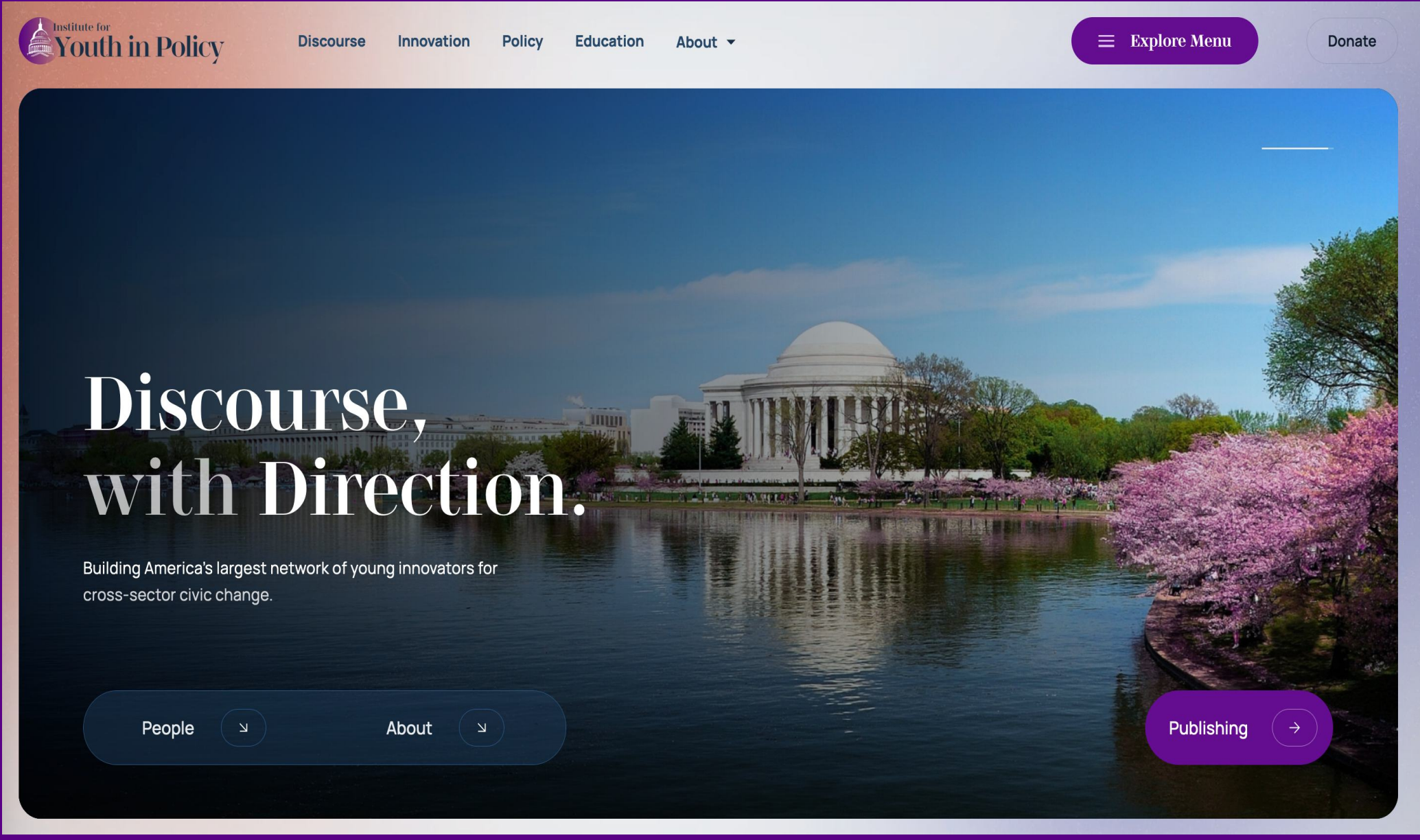


June



November

2023-24



Current

"We are continuously improving the website to highlight a new initiative or milestone, but the goal behind every page will always stay the same: Providing the tools, knowledge, and motivation for young adults to create a less polarized future in America."

■ Carlos Bindert
Chief of Staff

● Partnership Impact Initiatives

At the Institute for Youth in Policy (YIP), our partnerships play a critical role in amplifying our impact, broadening our reach, and enriching our programs. Here we highlight the specific initiatives and outcomes from our collaborations with key partners, demonstrating the tangible benefits these partnerships bring to our community and beyond.

● College Board

AP Conference Presentations and Big Future Webinars

YIP’s collaboration with the College Board has been instrumental in integrating our discourse-based educational approach into advanced placement (AP) learning environments. Our participation in the College Board’s Annual AP Conference as the only student-led session among over 300 sessions allowed us to present our unique educational methodologies to a broad audience of educators and administrators. This exposure has not only validated our approach but has also sparked interest in adopting similar methods in AP classrooms across the country.

Additionally, our ongoing webinar series with the College Board’s Big Future Live has reached over 4,000 registrants, providing students and educators with valuable insights into college readiness, civic engagement, and the importance of nonpartisan dialogue in education. These webinars have strengthened our position as thought leaders in civics education and have facilitated deeper connections with educational leaders nationwide.

● Riley’s Way Foundation

Curriculum Pilot Program

Supported by a generous grant from the Riley’s Way Foundation, YIP has launched the Curriculum Pilot Program aimed at integrating discourse-based activities into high school classrooms. This initiative provides teachers with stipends and professional development resources to implement our innovative teaching strategies. The partnership has enabled us to pilot these methods in diverse educational settings, ensuring that more students benefit from interactive and engaging learning experiences that promote critical thinking and respectful dialogue.

The success of this initiative has also positioned YIP as a pioneer in transforming traditional civics education, leading to increased interest from other educational institutions and potential funders interested in supporting similar programs.



"Meeting new people from across the globe in the fellowship opened my eyes to different perspectives and ideas. I have become more interested in pursuing policy for my career. Throughout the fellowship, I have been able to learn so much about the policymaking world and spread YIP's message to increase engagement in discourse amongst the youth."

■ Matthew Wang
Discourse Fellow

● Partnership Impact Initiatives

● Discourse Fellowship

Expansion of Fellowship Curriculum

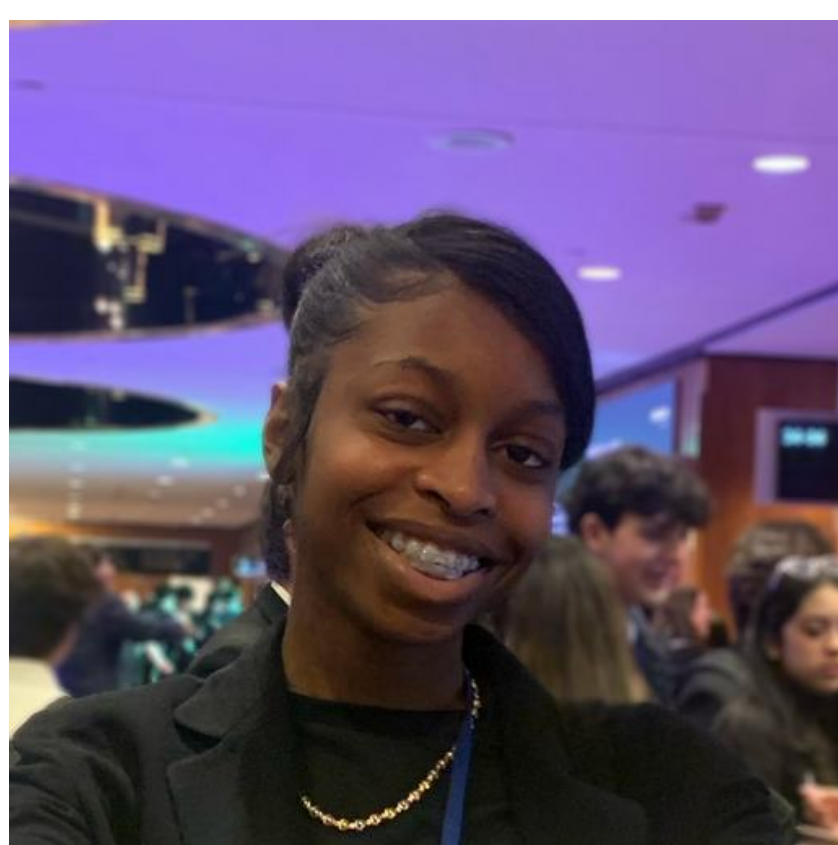
The Fellowship, a flagship program of YIP's Effective Discourse Department, has significantly benefited from our partnership efforts, particularly in expanding its curriculum to include more perspectives. This initiative has enriched the fellowship experience by exposing participants to a broader range of global issues and perspectives, preparing them to become more effective and empathetic leaders in an interconnected world. The expansion of the curriculum has also attracted a more diverse cohort of fellows, including international participants who bring unique insights and experiences to the program. This diversity enhances the learning experience for all fellows, fostering a richer dialogue and deeper understanding **of global and cultural nuances in policy discussions.**

● New Voters

Voter Registration Drive Toolkit

In partnership with New Voters, YIP has developed and distributed a comprehensive voter registration drive toolkit designed to mobilize young voters and increase their participation in the democratic process. This toolkit includes all necessary materials and guidance for young individuals to organize effective voter registration drives in their communities. The impact of this initiative has been profound, with numerous successful voter drives conducted by our fellows and alumni across various states. These efforts have not only increased voter registration among young people but have also empowered them to take an active role in their democracy. The success of these drives has garnered attention from civic organizations and media outlets, highlighting the role of youth in shaping the future political landscape.

Through these partnerships, YIP continues to foster impactful initiatives that not only enhance our program offerings but also contribute to a broader societal impact. Each partnership is a testament to the power of collaboration in achieving shared goals and expanding opportunities for youth engagement in policy and civic life.



"I enjoyed creating the voter registry guides! I recently joined YIP and it has inspired me to look more into public policy. I feel like I'm helping create a more civically engaged youth. I find it fulfilling that I get to make information about politics more accessible to people like me!"

■ Naomi Obasa
Voter Engagement Team

● Impact Stories

Our mission to educate, engage, and empower the next generation of policy leaders is reflected in the experiences and achievements of our members. Here are some quotes from our team that illustrate the impact of YIP on their personal and professional growth, and how their journeys embody the core values and goals of our organization.



Fatima Nadeem
Education Department

"As a new addition to the team, YIP has already shown me tons of possibilities for me to grow and become a leader. I am more interested in civic education than I was before! Through my outreach work and prior connections, I have been able to connect my department to amazing initiatives to collaborate, making my work incredibly fulfilling."

Fatima's journey exemplifies YIP's commitment to fostering personal and professional development. Her experience highlights the opportunities for growth within YIP and underscores our emphasis on collaboration and the tangible impact of our educational programs.



Sanjay Karthikeyan
Lead Foreign Policy Analyst

"YIP has always eschewed dogmatism in favor of pragmatism. YIP goes with what works, not what fits an established narrative. In writing policy briefs, I have cultivated the much-needed ability to perceive the status quo through varied lenses to understand both sides of a conflict. Most fundamentally, YIP gave me a platform to voice my views. My penchant for foreign policy was no longer confined to my room—I could share it with the world."

Sanjay's experience showcases YIP's dedication to pragmatic and unbiased policy analysis. By fostering a culture that values practical solutions over established narratives, YIP empowers its members to think critically and approach policy issues from multiple perspectives. This approach not only enhances the quality of the policy briefs produced but also broadens the analytical skills of our members.



Tanya Mahesh
Policy Analyst

"During the fellowship, I got the opportunity to work with so many intelligent and funny peers. I loved the group brief because I made some lifelong friends and it was so much fun! Having the opportunity to learn while also being social made me more interested in pursuing a career in policy. YIP has proved to me time and time again that policy is something I enjoy, and it has pushed me towards considering a career in lawmaking."

Tanya's quote reflects the engaging and supportive community that YIP cultivates. The combination of intellectual growth and social interaction within the fellowship program helps members develop a deep interest in policy and consider it as a career path. YIP's ability to create an enjoyable and educational environment is key to its success in inspiring the next generation of policy leaders.



Eli Solomon
SVP of Policy

"Having the opportunity to collaborate with a colleague to create a curriculum about navigating dialogue around the Israel-Palestine Conflict has been an extraordinarily rewarding experience for me, and I've been lucky enough to see it featured on multiple national civic education showcases!"

Eli's experience highlights YIP's focus on fostering collaboration and addressing complex, real-world issues through its programs. By working on a curriculum about a sensitive and significant topic, Eli demonstrates how YIP equips its members with the skills to navigate and contribute to critical global discussions. The recognition of their work in national showcases underscores the impact and quality of YIP's initiatives.



Williana Serve
Policy Analyst

"My most memorable experience at YIP was when I first started my fellowship program back in 2022. It was the stepping point to a 2-year long learning experience where I got to evolve my role from fellow to policy analyst. It marked the first step to me building a community while doing meaningful civic engagement work."

Williana's journey from fellow to policy analyst illustrates the comprehensive development opportunities provided by YIP. Her experience underscores the organization's commitment to long-term engagement and the continuous growth of its members. Building a community while engaging in meaningful work is a core aspect of YIP's mission, as it aims to create leaders who are deeply connected to their civic responsibilities.

Educate. Engage. Empower.

In a world inundated with information, true wisdom lies in discerning, applying, and pioneering solutions that stand the test of time. The YIP journey is more than an academic or professional experience; it's an odyssey that transforms raw potential into proactive policy influencers, from our Fellowship to the heart of real-world decision-making.

This transformation is guided by our core principles: **Educate, Engage, and Empower.**

Educate lays the groundwork our approach, where we immerse our fellows in a dialogue-centric curriculum that spans the basic tenets of governance to complex global issues. This process is a key part of building a solid intellectual framework, later offering rigorous research opportunities and immersive learning experiences. Here, everyone is equipped with the necessary tools to understand and analyze policy deeply, setting the stage for effective application and innovation in their future endeavors.

Engage represents the next step in our methodology, emphasizing the application of learned concepts through hands-on engagement and leadership in civic and policy-driven activities. This phase is where theoretical knowledge meets practical implementation. Students are encouraged to take active roles within our various initiatives, applying their insights to influence real-world outcomes and collaborate on projects that test and refine their skills in a live environment.

Empower is the culmination of the YIP journey, focused on deploying our fellows and Alumni into the world where they can use their refined skills to effect change by carrying the torch forward. This final pillar supports our graduates as they transition into roles where they can lead, influence, and innovate across sectors. Empowerment at YIP means equipping our Alumni with the tools to integrate ethical and effective policy-making into whatever fields they choose to pursue, ensuring that they not only succeed in their careers but also contribute positively to society.

Together, these three principles—**Educate, Engage, and Empower**—create a robust framework for developing informed leaders ready to tackle the challenges of today and tomorrow. By integrating these stages into all aspects of our programming, YIP ensures that each participant not only grows as a policy influencer but also as a committed and insightful leader, ready to create lasting impact in the world.

Educate
Nurturing Civic Understanding and Critical Analysis

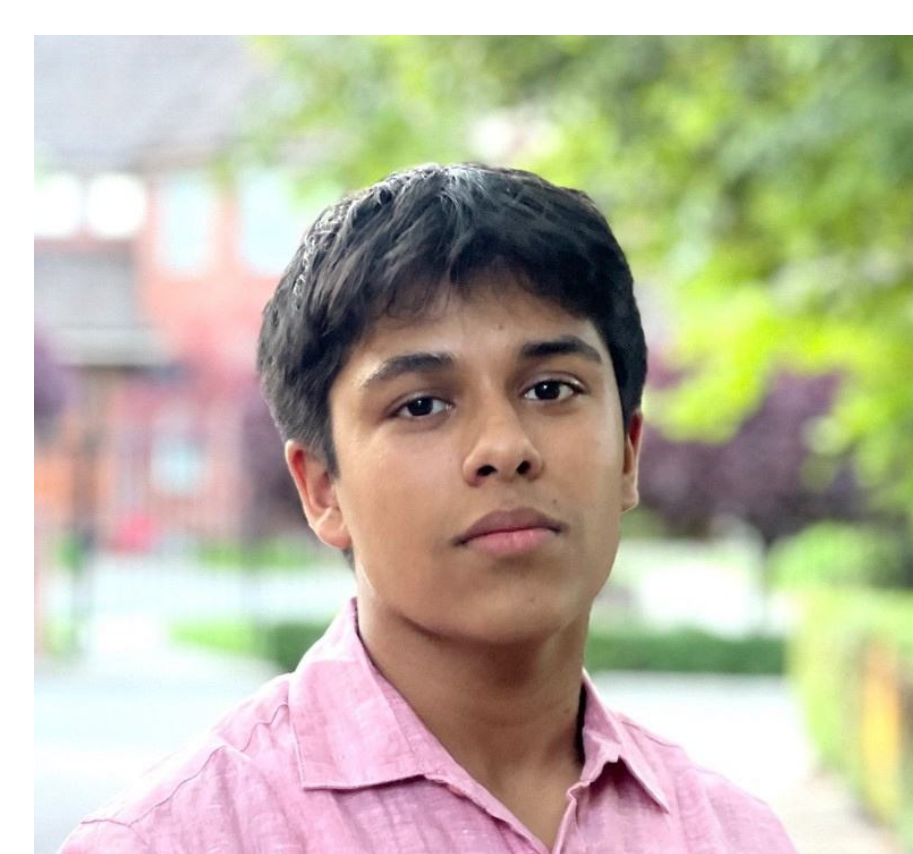


AP Annual Conference 2023

The Institute for Youth in Policy (YIP) meticulously crafts its educational offerings to lay a strong foundation for young individuals keen on exploring the realms of public policy and civic engagement. Central to YIP's educational mission is the Discourse department, which has rapidly expanded since launching its year-round fellowship program in February 2023. Since then, the program has six cohorts, with each cohort , who have undergone intensive and immersive eight-week training sessions. Each session is designed to provide a deep dive into critical policy areas, fostering a robust understanding of not only the American political system but also international organizations, global crises, and the mechanics of media influence.

The curriculum includes a combination of lecture-based and interactive sessions, where fellows engage in debates, group discussions, and scenario-based activities that challenge them to think critically

and articulate well-founded arguments. This approach is enriched by guest lectures from a diverse array of experts, including university professors and industry leaders, who bring real-world insights that enhance the learning experience. For instance, guest speakers from prestigious institutions like **Emory University, UT Austin, and Brown University** have discussed complex topics ranging from economic policy to international diplomacy, providing fellows with a broad spectrum of knowledge and perspectives.



Shiven Batra, Discourse Fellow:
"Meeting new people from across the globe in the fellowship opened my eyes to different perspectives and ideas. I have become more interested in pursuing policy for my career. I look to work for YIP after the fellowship, as I have learned so much about the policymaking world."

In parallel, the Education department has significantly advanced civics education through its meticulous research and innovative teaching methods. A landmark project of this department has been the analysis of high school civics standards across 35 states, aiming to complete a comprehensive review of all 50 states by the fall of 2024. The results will be showcased in an interactive map, highlighting the disparities and opportunities in civics education nationwide. This initiative is crucial in identifying gaps in discourse integration within existing educational frameworks and proposing enhancements to foster a more informed and engaged student body.

Additionally, the department has **conducted workshops with 400+ students** on contentious topics such as the Israel-Palestine conflict, affirmative action, and media bias. These workshops employ YIP's signature discourse-based activities to encourage students to explore and understand diverse viewpoints, fostering a classroom environment where critical thinking and respectful dialogue are paramount. These educational interactions not only deepen students' understanding but also prepare them to participate effectively in broader societal discussions.

The Policy Media department complements these educational efforts by producing and disseminating scholarly content that reaches a global audience. **With over 110 policy briefs** and 1000 op-eds, the department has become a pivotal resource for young individuals seeking to understand and engage with complex international issues. This body of work serves as a vital educational tool that supplements the formal learning provided in YIP's fellowship and workshop programs.

Within each of our six policy teams, we prioritize consensus building as a core educational strategy, focusing on engaging students from diverse backgrounds in complex discussions. This approach stretches the fabric of diversity by bringing together individuals who might not typically interact, thereby enriching the discourse and broadening perspectives. Our methodology encourages students to navigate incredibly challenging conversations, simulating the real-world process of making policy recommendations.

Recent briefs address pivotal topics, including U.S. labor shortages, ISIS-K's resurgence, digital free speech, and the environmental impacts of technology.

Future Educational Initiatives

Looking forward, YIP plans to expand its educational reach by introducing more nuanced content that addresses underrepresented issues and perspectives. The future curriculum enhancements will include more focused sessions on global economic policies, environmental challenges, and technological impacts on society, ensuring that fellows are well-prepared to engage with pressing global issues.

Moreover, the Discourse department intends to integrate advanced simulation exercises that mimic real-world policy-making scenarios, providing fellows with hands-on experience in drafting, debating, and implementing policy measures. This practical approach aims to bridge the gap between theoretical knowledge and real-world application, enhancing the fellows' readiness to tackle complex challenges in their future careers.

Additionally, YIP continues to leverage digital platforms to extend its educational impact. Plans are underway to develop online modules and interactive webinars that can reach a wider audience, including international students who might not be able to participate in on-site programs. By doing so, YIP aims to cultivate a global community of well-informed young leaders who are equipped to contribute to civic discourse and policy-making on an international scale.

Engage

Operational Engagement and Civic Participation at YIP

We are dedicated to nurturing a proactive environment where engagement transcends traditional educational activities, embedding itself deeply in operational initiatives across all departments. Engagement at YIP is not just about learning; it's about learning by doing and leading, making a tangible impact through active participation in civics.

Comprehensive Engagement Across Departments

In the Discourse and Policy departments, engagement means directly involving fellows in the intricacies of policy research and discourse. These departments have been particularly effective in providing fellows with platforms to engage critically with current issues through policy briefs, op-eds, and direct involvement in policy pitch competitions. Over the past eighteen months, the Policy Media department alone has facilitated the publication of over 65 new papers and two journal editions, which have significantly contributed to informing and shaping public discourse.

Additionally, these departments host a variety of workshops and seminars that are crucial for applying theoretical knowledge in practical settings. For instance, the Discourse department's debate-oriented workshops allow fellows to simulate real-world policy formulation and crisis management scenarios, fostering a hands-on approach to understanding and solving complex problems.

Sustaining Engagement Beyond the Fellowship

A remarkable aspect of YIP's engagement strategy is its success in maintaining long-term involvement with its alumni. The vast majority of fellows continue to stay civically engaged one year post-fellowship, both within and outside of the Institute. YIP facilitates this

sustained engagement by connecting alumni to partner internships and job opportunities, encouraging them to apply their skills in broader civic contexts outside the institute. This approach not only helps disseminate YIP's civic values into various professional fields but also ensures that the fellowship experience has a lasting impact on the fellows' careers and civic lives.

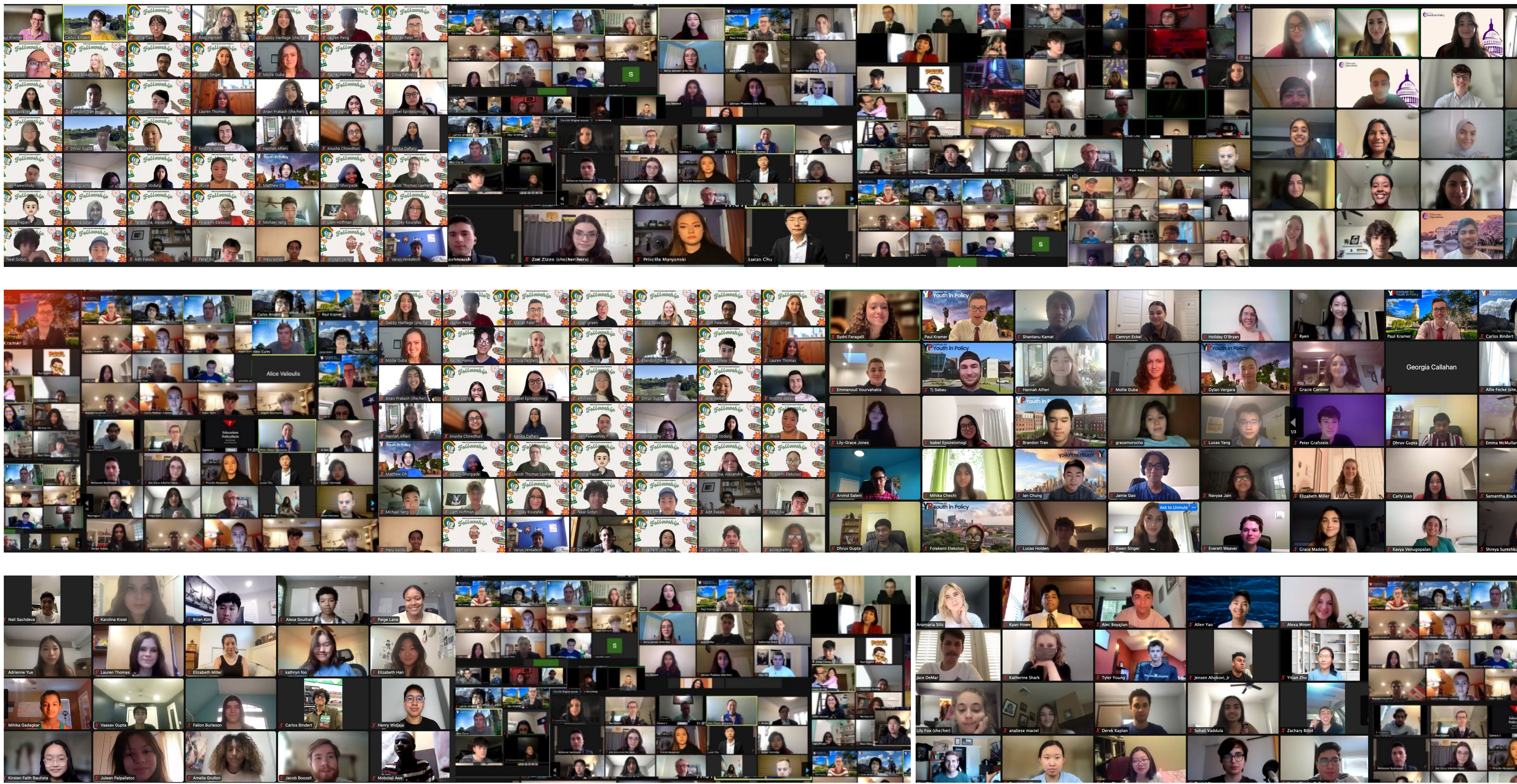
Empowering Youth Through Civic Growth Initiatives

The Center for Civic Growth (CCG) plays a pivotal role in operational engagement at YIP. Beyond voter registration drives and alumni seminars, CCG focuses on incubating youth-led civic projects, providing both funding and strategic guidance. This support empowers young individuals to launch and scale impactful civic projects, thereby facilitating a practical application of their fellowship experiences. CCG's restructuring from Civic Innovations has also enhanced its ability to support civic engagement through more focused missions and clearer goals, aligning various departmental efforts with YIP's overarching objectives. The integration of efforts across departments ensures that initiatives like the voter registration toolkit and the organization incubation program are not only well-supported but also effectively implemented to maximize their impact.



Daniel Zeman, 2024 Discourse Fellow:

"The policy pitch competitions and the voter engagement initiatives have been instrumental in transforming our fellows into active citizens. These platforms not only provide them with the tools to engage but also instill a sense of responsibility towards their community and the broader democratic process."



Amalgamation of Various YIP Engagement Zoom Calls



Grace Silverman, Policy Researcher:
"Learning how to do policy research and write briefs has been a useful skill. It has also greatly improved my writing. At YIP, I've appreciated having the chance to work in a team so I can both learn from and teach my peers."



Eli Solomon, SVP of Policy:
"My journey from Data Analytics Intern to Senior Vice President of Policy at YIP has been marked by continuous innovation and growth. By launching initiatives like the Policy Pitch Competition, we've created a platform for youth worldwide to present innovative policy solutions, fostering a culture of creativity and critical thinking."

Future Plans for Enhancing Civic Engagement

Looking ahead, YIP plans to expand its engagement strategies by exploring new partnerships with civic organizations, academic institutions, and industry leaders. These collaborations aim to create additional pathways for fellows and alumni to engage in civic activities and policy-making at both national and international levels. Additionally, YIP is looking to increase its participation in global civic forums, further extending the reach and impact of its civic engagement efforts.

Moreover, YIP is committed to leveraging digital platforms to enhance civic engagement. Plans include developing online resources for teachers and students alike to further disseminate our curricula. Virtual and in-person workshops will also continue to serve as a key method that can reach a wider audience, ensuring that more young people have the opportunity to engage in meaningful civic education and action, regardless of their geographical location.

Through these diverse and integrated engagement strategies, YIP not only fosters a culture of active civic participation within the Institute but also supports a broader movement of civic engagement that stretches beyond its immediate community.

Empower

Catalyzing Cross-Sector Leadership and Sustained Global Influence

The Institute for Youth in Policy is dedicated to empowering its fellows and alumni to apply their civic leadership skills across various sectors, fostering a diverse network of professionals who are well-equipped to address contemporary challenges with innovative solutions, regardless of their career paths.

YIP's empowerment strategy centers on cultivating a global Alumni Network that transcends traditional sector boundaries. This network includes many members who are already active in fields as varied as government, finance, education, technology, and the non-profit sector. By facilitating ongoing interactions among alumni through seminars, webinars, and mentorship programs, YIP ensures

that the foundational skills learned during the fellowship—such as critical thinking, policy analysis, and public speaking—are leveraged to influence a broad array of professional fields.

Strategic alumni engagement is critical in maintaining a vibrant, supportive community. YIP's Alumni Relations initiatives are designed to connect past participants with mentors who can offer career guidance and insights into applying civic skills in various professional settings. This mentorship is vital for illustrating how skills gained at YIP can be adapted to different industries, from crafting policy in government roles to driving corporate social responsibility in the business world.



Washington, D.C. during cherry blossom season

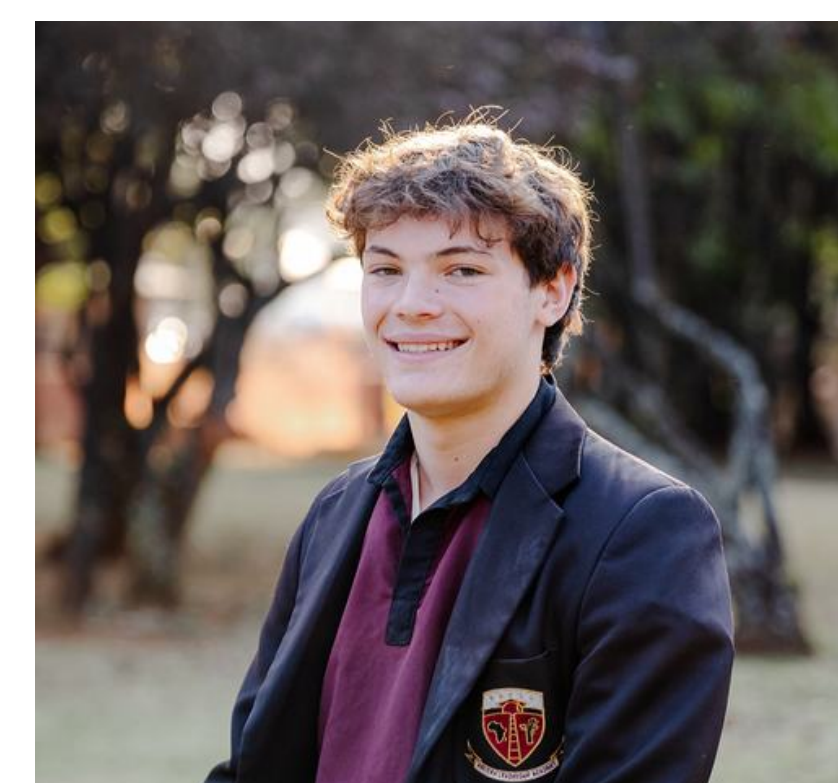
- Educate. Engage. **Empower.**

YIP supports Alumni in continuing their civic engagement by providing platforms for policy advocacy and public discourse that influence societal development. By connecting alumni with opportunities in think tanks, governmental bodies, and international organizations, YIP ensures the skills honed during their fellowship translate into substantial, real-world impacts. This approach reinforces the importance of civic responsibility across all professional arenas. Global Reach Through Research and Policy Dialogues To further empower its alumni, YIP is enhancing its global outreach efforts. This includes a focus on publishing research in internationally recognized academic journals and participating in global policy forums. Such initiatives not only broaden the scope of YIP's impact but also place its alumni at

the forefront of global policy discussions, enabling them to contribute to international policy solutions and innovations.

YIP's policy competitions, such as the International Essay Contest and the Policy Pitch Competition, are designed to engage participants from various backgrounds and sectors. These platforms encourage alumni to apply their knowledge in new contexts, fostering cross-sector dialogue and encouraging innovative policy solutions that are informed by diverse professional perspectives.

YIP has evolved! If you graduated before 2023, we invite you to reconnect and explore our expanded offerings. Get in touch at alumni@yipinstitute.org.



Ezra Lee, Logistics and Outreach Intern : "The diversity of thought and background I experienced at YIP truly broadened my horizons. The initiative to create a more globally inclusive curriculum will prepare future fellows

to think and act beyond their borders, which is crucial in today's interconnected world."

Long-Term Commitment to Civic Leadership

YIP's commitment to empowering alumni is rooted in the belief that civic education is crucial for all sectors. The skills developed through YIP's programs—critical analysis, ethical leadership, collaborative problem-solving—are universally applicable and essential for addressing the complex challenges of our time. By continuing to support its alumni in applying these skills in their respective fields, YIP ensures a lasting impact, fostering a generation of leaders capable of making informed and effective decisions.

Through this comprehensive empowerment strategy, YIP not only supports the immediate achievements of its fellows and alumni but also ensures their continued development as leaders who can effectively navigate and influence a wide range of industries. This cross-sector approach amplifies the relevance of civic skills, positioning YIP alumni to drive meaningful change globally, enhancing their capacity to make a significant and enduring impact in their communities and beyond.

● Alumni Stories



● **TJ Sabau**
Former Chief Human
Resources Officer

TJ Sabau's experience at the Institute for Youth in Policy (YIP) exemplifies the transformative impact the organization has on its members, both professionally and personally. Transitioning from the role of Chief Human Resources Officer and VP of the Education Department to a Modeling and Simulations Analyst at SAIC, TJ credits YIP with providing him with invaluable skills that transcend the realms of policy and military simulation. He states, "The two years I spent at YIP were undoubtedly the most defining, fulfilling, and productive years of my entire educational experience when it came to professional development and career preparation." His journey showcases how YIP's rigorous training and exposure prepared him for complex problem-solving and leadership roles, enabling him to climb the corporate ladder rapidly. From crafting curriculums to leading major contracts like the 2024 Army Expeditionary Warrior Experiment (AEWE) SimWrap, TJ's career trajectory highlights the depth of YIP's influence on its alumni.



● **Dylan Vergara**
Former Head of Discourse

Dylan Vergara's career trajectory took a significant upward turn during his tenure at YIP, a period he regards as a pivotal inflection point. Dylan's involvement in the Effective Discourse Department allowed him to develop critical managerial and policy skills that he has since applied in prestigious platforms including Stanford University and various notable governmental roles. Reflecting on his experiences, Dylan shares, "YIP was the best run and most exciting working environment I have ever been a part of... It enabled me to get out of my comfort zone and pursue opportunities in policy, law, and entrepreneurship." Now working in cybersecurity law at the NATO Cooperative Cyber Defence Centre of Excellence, Dylan attributes his success to the foundational experiences and opportunities YIP provided, emphasizing the organization's role in nurturing his aspirations and abilities in shaping policy and law.



● **Allen Yao**
Former Head Media &
Networks

Allen Yao's journey with the Institute for Youth in Policy (YIP) began when he led their media and networks team, specifically heading up the institute's inaugural video content creation platform, Verbum. This role not only sharpened his leadership skills but also honed his abilities in content creation—a skill set he continues to utilize as he carves out a successful path as a content creator and entrepreneur. Allen's experience at YIP laid the groundwork for his ventures, inspiring him to found several of his own initiatives. He reflects on his time at YIP as critical to his development: "Being a part of such an entrepreneurial team at YIP allowed me to explore even as a junior in college." Currently, he balances his entrepreneurial activities with a role as an investment banking intern at Bank of America, demonstrating the versatile application of the skills and leadership qualities developed at YIP. Allen's narrative highlights the profound impact of YIP's nurturing environment on young leaders poised to make significant contributions across diverse professional landscapes.

● Acknowledgements

Dear Friends and Supporters of the Institute,

As we reflect on another impactful year at YIP, we, Paul Kramer (CEO), Mason Carlisle (COO), and Carlos Bindert (Chief of Staff), and Connor Cowan (CIO) wish to extend our heartfelt gratitude to all who have contributed to our success. This year's achievements are a testament to the collective efforts of our incredible community—from our Board of Advisors, including Adam Blackman, Matthew Swift, and Mandy Lau, to our partner organizations, dedicated staff, and, most importantly, our fellows and alumni.

Our Fellows and Alumni

We are profoundly grateful to our fellows and alumni, whose dedication to civic engagement and policy innovation continues to inspire and drive the core mission of YIP. Your achievements exemplify the impact of our programs and your ongoing contributions help to foster a vibrant community committed to meaningful change.

Our Staff and Leadership Team

Our heartfelt thanks go to our staff and leadership teams, whose dedication and innovative spirit ensure the excellence of our programs across the Discourse, Policy, Education departments, and the Center for Civic Growth. Your commitment to nurturing and guiding our fellows doesn't just sustain our operations—it propels us forward.

Guest Speakers and Expert Contributors

We deeply appreciate the time and wisdom shared by our guest speakers and expert contributors, including distinguished professors and seasoned professionals. Your insights enrich our fellows' experiences and broaden their perspectives, making an indelible mark on their educational journey.

Partner Organizations and Collaborators

Our partner organizations, including UWorld College Prep, More Like US, Essential Partners, iCivics, and many others, are pillars of our success. Your collaboration extends our reach and deepens our impact, enhancing our curriculum and empowering more young people in civic education.

Generous Donors and Supporters

To our donors and financial supporters, especially the Riley's Way Foundation, your generosity is the cornerstone of our ability to innovate and expand. Your support enables us to maintain our position as leaders in youth policy education and to continue offering transformative experiences to our fellows.

Our Academic and Research Community

We are thankful for the academic and research community's engagement with our work. Your participation in our conferences and interest in our research elevate the discourse around civic education and policy-making, extending the influence of our initiatives.

Family and Community Supporters

Lastly, we thank the families and community supporters of our fellows and staff. Your encouragement underpins the success of our members and nurtures the development of future leaders.

Looking ahead, we are inspired by the collective strength and dedication of our YIP community. Your diverse contributions drive our mission to educate, engage, and empower the next generation of policy leaders. Thank you for your unwavering support and for joining us in our journey to forge a more informed and engaged world.

With immense gratitude,



Paul Kramer



*Thank you for reading the 2023—
2024 Annual Report of the
Institute for Youth in Policy.*

Please direct any inquiries to ceo@yipinstitute.org