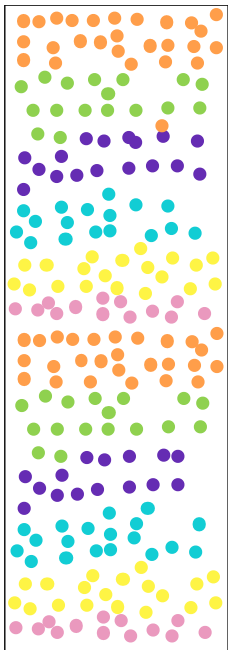


What equitable development principles are most important?

Dot Bank

Select and drag whichever color speaks to you.



Place a dot to cast your vote for the most important equitable development principles

Share leadership and decision-making power



Learn and acknowledge the history of racial and social injustices



Recognize and value local knowledge



Meet people where they are at



Build intentional partnerships



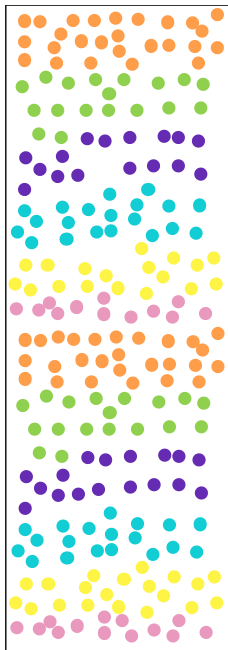
Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable development principle.

In our case, to get anything truly accomplished, there must be a strong partnership between the City, the Tribe, and us in the Landswept.			
Almost all the land is contaminated from WWII. Tribes in DC don't own land. Lack of trust exists.			
Local knowledge can lead the way to developing strong relationships and retaining manufacturers.			
Having people's current situation in mind helps you understand their perspective.			

SHERYL

Dot Bank

Select and drag whichever color speaks to you.



Question 1

What equitable development principles are most important?

Place a dot to cast your vote for the most important equitable development principles

Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable development principle.

Share leadership and decision-making power

Learn and acknowledge the history of racial and social injustices

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Build intentional partnerships

Yellow Distinguishers is important to understand the history of racial and social injustices and address the challenges to remedy the land and to be sure that during our process.	Understanding theory will help create understanding of community needs and perspective.		
It seems this may be able to encompass a couple other items listed, as the systems will have value to intersecting barriers.			
FIND KEY PLAYERS BEFORE TO IDENTIFY WHAT THEY WANT	COMMUNITIES ALREADY ORGANIZED- CONTINUER TO STRENGTHEN		

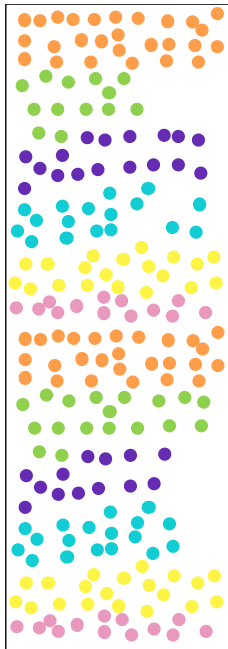
What equitable development principles are most important?

Dot Bank

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Place a dot to cast your vote for the most important equitable development principles

Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable development principle.



Share leadership and decision-making power



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Build intentional partnerships

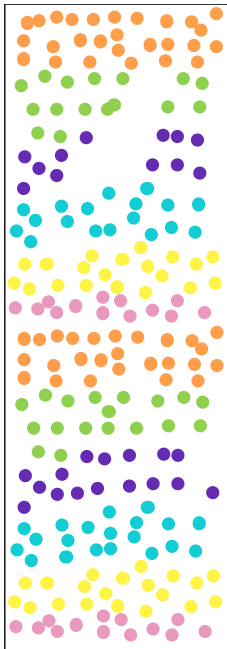


Community members need to feel ownership to make successful projects			
			It allows for shared ownership of solutions, which makes it more likely to be sustained over time
Without acknowledgement, communication and engagement and the ability to build trust will be lost			Ignoring this element will result in unjust solutions
Decision makers don't always have all of the correct info or understanding			Lived experience is an often ignored knowledge bank
It is difficult to move forward with most other principles without this			You're more likely to get buy-in, and find solutions people actually want
		Without meeting people where they are, the others are hard to practice	
These are imperative for successful projects.			Without this, it can easily become an extractive process that causes harm/loss/disturb

GENEA

Dot Bank

Select and drag whichever color speaks to you.



Question 1

What equitable development principles are most important?

Place a dot to cast your vote for the most important equitable development principles

Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable principle.

Share leadership and decision-making power

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Meet people where they are at

Build intentional partnerships

the communities most impacted know what they need and their concerns. When we center we can collaborate to find the best and most equitable solutions that benefit all.

It's not an equitable project if it doesn't include and reflect the ppl it affects.

You have to know where you are and know you got here if you ever want to move forward.

Intentional partnerships can encompass all of the other principles in some way.

It's beneficial to understand the root causes of social injustices.

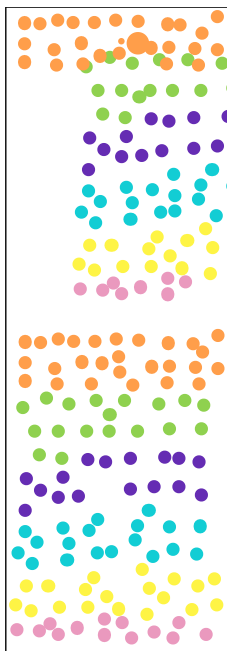
What equitable development principles are most important?

Dot Bank

Select and drag whichever color speaks to you.

Place a dot to cast your vote for the most important equitable development principles

Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable development principle.



Share leadership and decision-making power

Learn and acknowledge the history of racial and social injustices

Recognize and value local knowledge

Meet people where they are at

Build intentional partnerships

giving people ownership of what's happening in their community

It's important to share power and hold space for public participation to further reap the results of those impacted.

Need more to know about this principle

important step in building trust

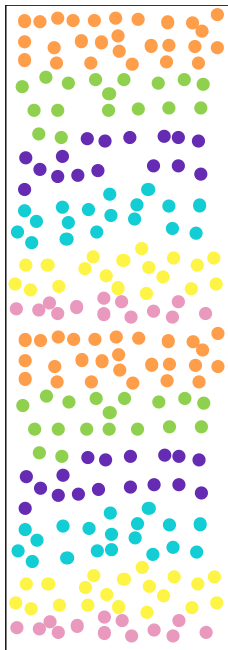
Think of the most important principle because when assessing equity it's important to gain an ecological and anthropological and design perspective and design from local knowledge & communities

This allows for participatory research and activation, actually having a voice that locals feel a part of

Meet people where they are at

Dot Bank

Select and drag whichever color speaks to you.



What equitable development principles are most important?

Place a dot to cast your vote for the most important equitable development principles

Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable development principle.

Share leadership and decision-making power

●

Learn and acknowledge the history of racial and social injustices

Recognize and value local knowledge

● ●

Meet people where they are at

● ●

Build intentional partnerships

●

Land reuse affects people in the community it's critical they have a say in changes and ways forward that will affect them			
Using local knowledge is important for historical context			
	Cultural Relevance and community empowerment		
It's important to ensure everyone has equal access to voice their opinions	It allows you to be dynamic and very case by case		
you need partnerships to complete any project, all the other principles lead to this.			

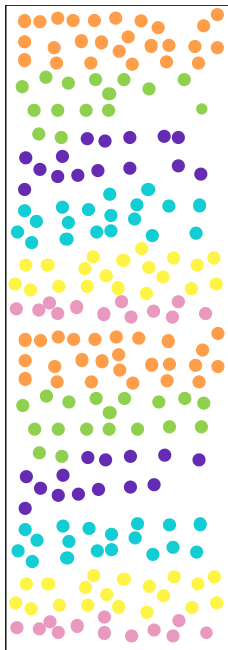
What equitable development principles are most important?

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Place a dot to cast your vote for the most important equitable development principles

Why do you believe these to be the most important equitable development principles? Share your thoughts using a sticky note. Color code your sticky note to match the equitable development principle.



Share leadership and decision-making power

Learn and acknowledge the history of racial and social injustices

Recognize and value local knowledge

Meet people where they are at

Build intentional partnerships

giving people ownership of what's happening in their community	It's important to share power and hold space for public participation to further meet the needs of those impacted.	Equal access to knowledge feels really important to everyone in on a similar page	
Learning through a combination of general research, but also listening to community members' experiences and knowledge for community development.	important step in building trust		
It's not the most important principle because when addressing things it's important to gain knowledge and understanding and bring those back to members & community.		This allows for participatory research and activities, actually having a voice that locals feel a part of	
	Understanding local knowledge and context helps gather buy in for redevelopment		

TAMARA

Question 2

What actions would you take to achieve the below outcomes?

Share your thoughts on a sticky note. Color code your sticky note to match the category text color.

Get to know the local community context	Identify key stakeholders	Establish a resident-led team	Identifying community priorities
<p>Ex. Schedule one-on-ones with local community groups</p>	<p>Ex. Online search for local community groups, businesses, and governmental stakeholders</p>	<p>Ex. Create materials that explain roles, responsibilities, and expectations for participation</p>	<p>Ex. Facilitate a SWOT Analysis with the team</p>
<p>Go out to where the community congregates, ie barbershops, annual community events, houses of worship</p>	<p>Engage with community organization leaders</p>	<p>Ask leaders to nominate or sponsor team members</p>	<p>Town Hall meetings are effective; especially when you go to the community</p>
		<p>Strengthen our Triateral group: the city the tribe and the landowner, so that we have a unified front when it comes to government and legislative support</p>	<p>Review the Cities Strategic plan so that we can support their growth efforts as the Landowner</p>

SHERYL

Question 2

What actions would you take to achieve the below outcomes?

Share your thoughts on a sticky note. Color code your sticky note to match the category text color.

Get to know the local community context	Identify key stakeholders	Establish a resident-led team	Identifying community priorities
<p>Ex. Schedule one-on-ones with local community groups</p>	<p>Ex. Online search for local community groups, businesses, and governmental stakeholders</p>	<p>Ex. Create materials that explain roles, responsibilities, and expectations for participation</p> <p>Secure resources (stipends, gift cards) to compensate participants for community advisory committee that is comprised of the spectrum of social, economic, and racial community members</p>	<p>Ex. Facilitate a SWOT Analysis with the team</p> <p>Hold community workshops to get input</p>
<p>Identify folks who are already taking action/engaging in the issues and meet with them to understand their priorities and things they have already tried</p> <p>Connect with non-profit (health agency, community group, faith-based organizations) to host discussions to learn history.</p>	<p>Identify who will be most impacted by any changes or which groups have already been impacted</p>	<p>INITIALLY GO THRU CIVIC ORG, CHURCHES, SUPER NIEGHBORHOODS, SCHOOLS</p> <p>Outline roles and responsibilities expected of team as well as how they will be compensated for their time</p>	<p>dEVELOP A PLAN TO CONNECT WITH COMMUNITY AND STAY IN COMMUNICATION</p>
<p>Door-to-door outreach</p>			

LUJAIN

Question 2

What actions would you take to achieve the below outcomes?

Share your thoughts on a sticky note. Color code your sticky note to match the category text color.

Get to know the local community context	Identify key stakeholders	Establish a resident-led team	Identifying community priorities
<p>Ex. Schedule one-on-ones with local community groups</p>	<p>Identify active civic, religious, business or other groups in the project area</p>	<p>Ex. Online search for local community groups, businesses, and governmental stakeholders</p>	<p>Ask while canvassing, including at institutions</p>
<p>Canvas the community</p>	<p>Look up civic and cultural history on the area</p>	<p>Compensate people for their time</p>	<p>Ex. Facilitate a SWOT Analysis with the team</p>
	<p>Be willing to have actual conversations - may be out of your comfort zone</p>	<p>Establish recurring meetings based around resident needs (daycare, etc)</p>	<p>Canvass the neighborhood to gather more opinions</p>
	<p>place-based community groups</p>		

GENEA

Question 2

What actions would you take to achieve the below outcomes?

Share your thoughts on a sticky note. Color code your sticky note to match the category text color.

Get to know the local community context	Identify key stakeholders	Establish a resident-led team	Identifying community priorities
<div data-bbox="97 289 236 431" style="background-color: #f4a460; padding: 5px;">Ex. Schedule one-on-ones with local community groups</div> <div data-bbox="270 289 409 431" style="background-color: #f4a460; padding: 5px;">attend community meetings, get to know folks</div>	<div data-bbox="534 298 673 440" style="background-color: #e699b3; padding: 5px;">Ex. Online search for local community groups, businesses, and governmental stakeholders</div> <div data-bbox="707 298 846 440" style="background-color: #e699b3; padding: 5px;">Identify active groups working on similar projects</div>	<div data-bbox="937 298 1076 440" style="background-color: #a6d87d; padding: 5px;">Ex. Create materials that explain roles, responsibilities, and expectations for participation</div> <div data-bbox="1093 298 1233 440" style="background-color: #c6e0b4; padding: 5px;"></div>	<div data-bbox="1296 298 1436 440" style="background-color: #76d7c4; padding: 5px;">Ex. Facilitate a SWOT Analysis with the team</div> <div data-bbox="1470 298 1609 440" style="background-color: #76d7c4; padding: 5px;">Host community events where folks can share their ideas and needs.</div>
<div data-bbox="97 494 236 636" style="background-color: #f4a460; padding: 5px;">Research local community history online, at the library, etc</div> <div data-bbox="270 494 409 636" style="background-color: #f4a460; padding: 5px;"></div>	<div data-bbox="534 506 673 648" style="background-color: #e699b3; padding: 5px;">See who sponsors and attends community events by attending a few</div> <div data-bbox="707 506 846 648" style="background-color: #e699b3; padding: 5px;">create a stakeholder map</div>	<div data-bbox="913 506 1053 648" style="background-color: #a6d87d; padding: 5px;">offer paid training and support</div> <div data-bbox="1086 506 1226 648" style="background-color: #c6e0b4; padding: 5px;">Create/find social media groups for residents in the area to join</div>	<div data-bbox="1296 506 1436 648" style="background-color: #76d7c4; padding: 5px;">use multiple channels - surveys, polls, focus groups</div> <div data-bbox="1470 506 1609 648" style="background-color: #76d7c4; padding: 5px;">Host community forums; have interactive activities to engage participants in design input and requirements gathering for priorities</div>
<div data-bbox="97 701 236 844" style="background-color: #f4a460; padding: 5px;"></div> <div data-bbox="270 701 409 844" style="background-color: #f4a460; padding: 5px;"></div>	<div data-bbox="534 709 673 851" style="background-color: #e699b3; padding: 5px;"></div> <div data-bbox="707 709 846 851" style="background-color: #e699b3; padding: 5px;"></div>	<div data-bbox="913 709 1053 851" style="background-color: #a6d87d; padding: 5px;">offer flexible participation</div> <div data-bbox="1086 709 1226 851" style="background-color: #c6e0b4; padding: 5px;">Engage with another local board in the community - they could mentor you in how to do this well</div>	<div data-bbox="1296 709 1436 851" style="background-color: #76d7c4; padding: 5px;">facilitate storytelling</div> <div data-bbox="1470 709 1609 851" style="background-color: #76d7c4; padding: 5px;">Look into projects that were never finished, need some updates, or unmet promises from others that have come into the community</div>
<div data-bbox="97 909 236 1052" style="background-color: #f4a460; padding: 5px;"></div> <div data-bbox="270 909 409 1052" style="background-color: #f4a460; padding: 5px;"></div>	<div data-bbox="534 917 673 1059" style="background-color: #e699b3; padding: 5px;"></div> <div data-bbox="707 917 846 1059" style="background-color: #e699b3; padding: 5px;"></div>	<div data-bbox="913 917 1053 1059" style="background-color: #a6d87d; padding: 5px;"></div> <div data-bbox="1086 917 1226 1059" style="background-color: #c6e0b4; padding: 5px;"></div>	<div data-bbox="1296 917 1436 1059" style="background-color: #76d7c4; padding: 5px;"></div> <div data-bbox="1470 917 1609 1059" style="background-color: #76d7c4; padding: 5px;"></div>
<div data-bbox="97 1087 236 1230" style="background-color: #f4a460; padding: 5px;"></div> <div data-bbox="270 1087 409 1230" style="background-color: #f4a460; padding: 5px;"></div>	<div data-bbox="534 1102 673 1245" style="background-color: #e699b3; padding: 5px;"></div> <div data-bbox="707 1102 846 1245" style="background-color: #e699b3; padding: 5px;"></div>	<div data-bbox="913 1102 1053 1245" style="background-color: #a6d87d; padding: 5px;"></div> <div data-bbox="1086 1102 1226 1245" style="background-color: #c6e0b4; padding: 5px;"></div>	<div data-bbox="1296 1102 1436 1245" style="background-color: #76d7c4; padding: 5px;"></div> <div data-bbox="1470 1102 1609 1245" style="background-color: #76d7c4; padding: 5px;"></div>
<div data-bbox="97 1273 236 1415" style="background-color: #f4a460; padding: 5px;"></div> <div data-bbox="270 1273 409 1415" style="background-color: #f4a460; padding: 5px;"></div>	<div data-bbox="534 1280 673 1423" style="background-color: #e699b3; padding: 5px;"></div> <div data-bbox="707 1280 846 1423" style="background-color: #e699b3; padding: 5px;"></div>	<div data-bbox="913 1280 1053 1423" style="background-color: #a6d87d; padding: 5px;"></div> <div data-bbox="1086 1280 1226 1423" style="background-color: #c6e0b4; padding: 5px;"></div>	<div data-bbox="1296 1280 1436 1423" style="background-color: #76d7c4; padding: 5px;"></div> <div data-bbox="1470 1280 1609 1423" style="background-color: #76d7c4; padding: 5px;"></div>

CLAIRE

Question 2

What actions would you take to achieve the below outcomes?

Share your thoughts on a sticky note. Color code your sticky note to match the category text color.

Get to know the local community context	Identify key stakeholders	Establish a resident-led team	Identifying community priorities
<div data-bbox="97 289 236 430">Ex. Schedule one-on-ones with local community groups</div> <div data-bbox="273 289 413 430">have community meetings to gather information</div>	<div data-bbox="534 301 673 442">Ex. Online search for local community groups, businesses, and governmental stakeholders</div> <div data-bbox="710 301 850 442">Reach out to the Chamber of Commerce or similar group to seek their specific suggestions</div>	<div data-bbox="937 301 1076 442">Ex. Create materials that explain roles, responsibilities, and expectations for participation</div> <div data-bbox="1097 301 1236 442">enlist a community liaison (compensate them for their time and experience)</div>	<div data-bbox="1296 301 1436 442">Ex. Facilitate a SWOT Analysis with the team</div> <div data-bbox="1473 301 1612 442">Host a public outreach meeting</div>
<div data-bbox="97 497 236 638">talk with local Tribal and/or organization staff in the area</div> <div data-bbox="273 497 413 638">Attend Community Events</div>	<div data-bbox="534 504 673 645">talk with local Tribal staff and tribal members</div> <div data-bbox="710 504 850 645">Individuals, groups, or organizations that are directly or indirectly involved in local issues.</div>	<div data-bbox="915 504 1055 645">compensate people for their time and effort</div> <div data-bbox="1092 504 1231 645">Invite key stakeholders and interested parties</div>	<div data-bbox="1296 504 1436 645"></div> <div data-bbox="1473 504 1612 645"></div>
<div data-bbox="97 704 236 845">Speak with existing community partner organizations (local church, schools, service-oriented nonprofits)</div> <div data-bbox="273 704 413 845"></div>	<div data-bbox="534 712 673 853">Speaking with municipality and key public officials</div> <div data-bbox="710 712 850 853"></div>	<div data-bbox="915 712 1055 853"></div> <div data-bbox="1092 712 1231 853"></div>	<div data-bbox="1296 712 1436 853"></div> <div data-bbox="1473 712 1612 853"></div>
<div data-bbox="97 905 236 1046"></div> <div data-bbox="273 905 413 1046"></div>	<div data-bbox="534 912 673 1053"></div> <div data-bbox="710 912 850 1053"></div>	<div data-bbox="915 912 1055 1053"></div> <div data-bbox="1092 912 1231 1053"></div>	<div data-bbox="1296 912 1436 1053"></div> <div data-bbox="1473 912 1612 1053"></div>
<div data-bbox="97 1090 236 1231"></div> <div data-bbox="273 1090 413 1231"></div>	<div data-bbox="534 1090 673 1231"></div> <div data-bbox="710 1090 850 1231"></div>	<div data-bbox="915 1090 1055 1231"></div> <div data-bbox="1092 1090 1231 1231"></div>	<div data-bbox="1296 1090 1436 1231"></div> <div data-bbox="1473 1090 1612 1231"></div>
<div data-bbox="97 1268 236 1409"></div> <div data-bbox="273 1268 413 1409"></div>	<div data-bbox="534 1276 673 1417"></div> <div data-bbox="710 1276 850 1417"></div>	<div data-bbox="915 1276 1055 1417"></div> <div data-bbox="1092 1276 1231 1417"></div>	<div data-bbox="1296 1276 1436 1417"></div> <div data-bbox="1473 1276 1612 1417"></div>

DEVYN

Question 2

What actions would you take to achieve the below outcomes?

Share your thoughts on a sticky note. Color code your sticky note to match the category text color.

Get to know the local community context	Identify key stakeholders	Establish a resident-led team	Identifying community priorities
<div data-bbox="97 287 236 431" style="background-color: #f4a460; padding: 5px;">Ex. Schedule one-on-ones with local community groups</div> <div data-bbox="270 287 409 431" style="background-color: #f4a460; padding: 5px;">Prioritize partnerships with local community groups/non-profits in this work from the beginning.</div>	<div data-bbox="534 298 673 442" style="background-color: #e67e9c; padding: 5px;">Ex. Online search for local community groups, businesses, and governmental stakeholders</div> <div data-bbox="707 298 846 442" style="background-color: #e67e9c; padding: 5px;">Attend city council or board of supervisor meetings. Get to know local leaders.</div>	<div data-bbox="937 298 1076 442" style="background-color: #a6d854; padding: 5px;">Ex. Create materials that explain roles, responsibilities, and expectations for participation</div> <div data-bbox="1093 298 1233 442" style="background-color: #a6d854; padding: 5px;">Host workshops to build capacity, confidence, and interest among community members</div>	<div data-bbox="1296 298 1436 442" style="background-color: #4dc0f5; padding: 5px;">Ex. Facilitate a SWOT Analysis with the team</div> <div data-bbox="1470 298 1609 442" style="background-color: #4dc0f5; padding: 5px;">Combine results from all the previous strategies (orange, pink, green) to get a big picture of priorities.</div>
<div data-bbox="97 495 236 639" style="background-color: #f4a460; padding: 5px;">Developing a very local community profile with tools like ArcGIS + US Census data to understand the demographics & psychographics, fact-checking findings with community group leaders</div> <div data-bbox="270 495 409 639" style="background-color: #f4a460; padding: 5px;">Engage the community early on to understand larger-scale wants/needs</div>	<div data-bbox="534 506 673 649" style="background-color: #e67e9c;"></div> <div data-bbox="707 506 846 649" style="background-color: #e67e9c;"></div>	<div data-bbox="913 506 1053 649" style="background-color: #a6d854;"></div> <div data-bbox="1086 506 1226 649" style="background-color: #a6d854;"></div>	<div data-bbox="1296 506 1436 649" style="background-color: #4dc0f5; padding: 5px;">Collect a combination of quantitative and qualitative data to build a comprehensive understanding of community priorities/needs and establish an iterative engagement process to ensure accountability and account for any changes</div> <div data-bbox="1470 506 1609 649" style="background-color: #4dc0f5; padding: 5px;">Hold public meetings, send out surveys</div>
<div data-bbox="97 703 236 847" style="background-color: #f4a460; padding: 5px;">Visit the community and begin to build relationships.</div> <div data-bbox="270 703 409 847" style="background-color: #f4a460; padding: 5px;">Research what other community projects are happening</div>	<div data-bbox="534 713 673 857" style="background-color: #e67e9c;"></div> <div data-bbox="707 713 846 857" style="background-color: #e67e9c;"></div>	<div data-bbox="913 713 1053 857" style="background-color: #a6d854;"></div> <div data-bbox="1086 713 1226 857" style="background-color: #a6d854;"></div>	<div data-bbox="1296 713 1436 857" style="background-color: #4dc0f5;"></div> <div data-bbox="1470 713 1609 857" style="background-color: #4dc0f5;"></div>
<div data-bbox="97 911 236 1055" style="background-color: #f4a460; padding: 5px;">Attend local events, conduct outreach with local organizations,</div> <div data-bbox="270 911 409 1055" style="background-color: #f4a460;"></div>	<div data-bbox="534 921 673 1065" style="background-color: #e67e9c;"></div> <div data-bbox="707 921 846 1065" style="background-color: #e67e9c;"></div>	<div data-bbox="913 921 1053 1065" style="background-color: #a6d854;"></div> <div data-bbox="1086 921 1226 1065" style="background-color: #a6d854;"></div>	<div data-bbox="1296 921 1436 1065" style="background-color: #4dc0f5;"></div> <div data-bbox="1470 921 1609 1065" style="background-color: #4dc0f5;"></div>
<div data-bbox="97 1089 236 1233" style="background-color: #f4a460; padding: 5px;">Community Based Asset Mapping</div> <div data-bbox="270 1089 409 1233" style="background-color: #f4a460;"></div>	<div data-bbox="534 1099 673 1243" style="background-color: #e67e9c;"></div> <div data-bbox="707 1099 846 1243" style="background-color: #e67e9c;"></div>	<div data-bbox="913 1099 1053 1243" style="background-color: #a6d854;"></div> <div data-bbox="1086 1099 1226 1243" style="background-color: #a6d854;"></div>	<div data-bbox="1296 1099 1436 1243" style="background-color: #4dc0f5;"></div> <div data-bbox="1470 1099 1609 1243" style="background-color: #4dc0f5;"></div>
<div data-bbox="97 1277 236 1421" style="background-color: #f4a460;"></div> <div data-bbox="270 1277 409 1421" style="background-color: #f4a460;"></div>	<div data-bbox="534 1283 673 1427" style="background-color: #e67e9c;"></div> <div data-bbox="707 1283 846 1427" style="background-color: #e67e9c;"></div>	<div data-bbox="913 1283 1053 1427" style="background-color: #a6d854;"></div> <div data-bbox="1086 1283 1226 1427" style="background-color: #a6d854;"></div>	<div data-bbox="1296 1283 1436 1427" style="background-color: #4dc0f5;"></div> <div data-bbox="1470 1283 1609 1427" style="background-color: #4dc0f5;"></div>

Question 3

TAMARA

What challenges might you encounter in achieving the outcomes listed in question #2? How might you address these challenges?

Common Challenges


View common barriers/challenges below and add your own using the textbox feature

Engagement

Examples:

- Combatting public apathy
- Reaching people effectively
- Communicating risks and project timelines without eliciting fear and frustration

Add others below!




Capacity

Examples:

- Building the staff capacity
- Finding the time among other priorities
- Maintaining momentum
- Institutional knowledge loss due to turnover

Add others below!




Collaboration

Examples:

- Cultivating values-aligned partnerships
- Building alignment or consensus

Add other below!



How might you address some of the challenges on the left?

Share your thoughts using a sticky note. Sticky notes are color coded to match the corresponding barrier.

Have 1:1's with the loudest public group/people, bring them in on the team		Allow participants to set the pace; getting buy in will help them stay engagement with ownership in the process		
Provide training opportunitis	Integrate cross training and succession planning			
	Develop short training videos and resources that are easy to follow and staff can access easily if they need to "fill-in" for someone.			
Have initial team building experiences	Start with working agreement that addresses common situations			

SHERYL

Question 3

What challenges might you encounter in achieving the outcomes listed in question #2? How might you address these challenges?

Common Challenges


View common barriers/challenges below and add your own using the textbox feature

Engagement

Examples:

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- Reaching people effectively
- Communicating risks and project timelines without eliciting fear and frustration

Add others below!




Capacity

Examples:

- Building the staff capacity
- Finding the time among other priorities
- Maintaining momentum
- Institutional knowledge loss due to turnover

Add others below!




Collaboration

Examples:

- Cultivating values-aligned partnerships
- Building alignment or consensus

Add other below!



How might you address some of the challenges on the left?

Share your thoughts using a sticky note. Sticky notes are color coded to match the corresponding barrier.

emphasizing how folks are impacted by EJ or can be involved to take action	incentivizing locals to get involved	FINDING PEOPLE IN PERSON, BUILD TRUST		
	creating outreach materials/activities to help engage locals w/EJ	Once you understand who the stakeholders are and who you want to reach, develop outreach and communications that meets them where they're at (for example: if primarily Spanish-speaking, make sure to develop Spanish language materials and be ready to engage in language of choice). Human-centered design has helpful resources and tools for this.	Provide a clear accountability chain/roadmap so that decision-making is transparent	
	Plan ahead for staffing and include in your grant applications	STIPENDS FOR RESIDENT PARTICIPANTS. COMPENSATE THEM FOR ENGAGEMENT.	Effective timeline/scheduling to help balance workloads encouraged from up-top	
Document the state of where things are now with the project and a timeline with goals for where you want to be.	Develop partnerships			

Question 3

What challenges might you encounter in achieving the outcomes listed in question #2? How might you address these challenges?

Common Challenges

View common barriers/challenges below and add your own using the textbox feature

Engagement

Examples:

- Combatting public apathy
- Reaching people effectively
- Communicating risks and project timelines without eliciting fear and frustration

Add others below!

Capacity

Examples:

- Building the staff capacity
- Finding the time among other priorities
- Maintaining momentum
- Institutional knowledge loss due to turnover

Add others below!

Collaboration

Examples:

- Cultivating values-aligned partnerships
- Building alignment or consensus

Add other below!

How might you address some of the challenges on the left?

Share your thoughts using a sticky note. Sticky notes are color coded to match the corresponding barrier.

Addressing community concerns even if not directly related to project					
Keeping honest about schedules/projects - timelines may be slow. Construction always looks worse before things look better.		Use multi-media and in-person connections to reach people			
Finding local champions helps maintain momentum		Find revenue sources to pay residents for efforts			
Capacity building grants for staffing					
Time for processing is great!		trust-building exercises			
Allowing time for discussion - not cutting meetings/conversations short		Don't rush decisions based on restrictive timelines (slow and steady)			

Question 3

What challenges might you encounter in achieving the outcomes listed in question #2? How might you address these challenges?

Common Challenges

View common barriers/challenges below and add your own using the textbox feature

Engagement

Examples:

- Combatting public apathy
- Reaching people effectively
- Communicating risks and project timelines without eliciting fear and frustration

Add others below!

Translation & Language Justice

Lack of trust

Capacity

Examples:

- Building the staff capacity
- Finding the time among other priorities
- Maintaining momentum
- Institutional knowledge loss due to turnover

Add others below!

Funding

Collaboration

Examples:

- Cultivating values-aligned partnerships
- Building alignment or consensus

Add other below!

How might you address some of the challenges on the left?

Share your thoughts using a sticky note. Sticky notes are color coded to match the corresponding barrier.

<div style="background-color: #00AEEF; color: white; padding: 10px; text-align: center;">Celebrate the community and give a vision for what is to come and provide a legacy</div>	<div style="background-color: #00AEEF; color: white; padding: 10px; text-align: center;">Be transparent about project limitations and what we can achieve together.</div>	<div style="background-color: #00AEEF; color: white; padding: 10px; text-align: center;">Involve children so that adults are engaged through them Involve schools so that teachers and parents know what is happening</div>	<div style="background-color: #00AEEF; color: white; padding: 10px; text-align: center;">offer incentives</div>	<div style="background-color: #00AEEF; color: white; padding: 10px; text-align: center;">respect time and priorities</div>
<div style="background-color: #00AEEF; color: white; padding: 10px; text-align: center;">Have food and childcare at events</div>	<div style="background-color: #00AEEF; width: 100%; height: 100%;"></div>	<div style="background-color: #00AEEF; width: 100%; height: 100%;"></div>	<div style="background-color: #00AEEF; width: 100%; height: 100%;"></div>	<div style="background-color: #00AEEF; width: 100%; height: 100%;"></div>
<div style="background-color: #FF9933; color: white; padding: 10px; text-align: center; font-size: 24px;">Funding</div>	<div style="background-color: #FF9933; color: white; padding: 10px; text-align: center;">Scope, schedule, and budget. If you increase one, you decrease the others.</div>	<div style="background-color: #FF9933; color: white; padding: 10px; text-align: center;">The idea of slow productivity - set achievable goals and know that they aren't instant</div>	<div style="background-color: #FF9933; width: 100%; height: 100%;"></div>	<div style="background-color: #FF9933; width: 100%; height: 100%;"></div>
<div style="background-color: #FF9933; color: white; padding: 10px; text-align: center;">conduct a needs assessment</div>	<div style="background-color: #FF9933; color: white; padding: 10px; text-align: center;">leverage partnerships and resources</div>	<div style="background-color: #FF9933; width: 100%; height: 100%;"></div>	<div style="background-color: #FF9933; width: 100%; height: 100%;"></div>	<div style="background-color: #FF9933; width: 100%; height: 100%;"></div>
<div style="background-color: #92D050; width: 100%; height: 100%;"></div>	<div style="background-color: #92D050; width: 100%; height: 100%;"></div>	<div style="background-color: #92D050; width: 100%; height: 100%;"></div>	<div style="background-color: #92D050; width: 100%; height: 100%;"></div>	<div style="background-color: #92D050; width: 100%; height: 100%;"></div>
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CLAIRE

Question 3

What challenges might you encounter in achieving the outcomes listed in question #2? How might you address these challenges?

Common Challenges


View common barriers/challenges below and add your own using the textbox feature

Engagement

Examples:

- Combatting public apathy
- Reaching people effectively
- Communicating risks and project timelines without eliciting fear and frustration

Add others below!

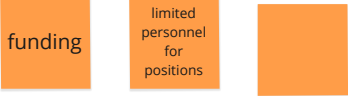


Capacity

Examples:

- Building the staff capacity
- Finding the time among other priorities
- Maintaining momentum
- Institutional knowledge loss due to turnover

Add others below!




Collaboration

Examples:

- Cultivating values-aligned partnerships
- Building alignment or consensus

Add other below!



How might you address some of the challenges on the left?

Share your thoughts using a sticky note. Sticky notes are color coded to match the corresponding barrier.

Recognize if a community is bilingual and provide information in appropriate languages	public apathy-compensate people for their time and knowledge			
Hire bilingual representatives to take part	Incentives for meaningful participation - food, money, daycare			
Set specific time boundaries so that the amount of time committed is reasonable (i.e. can you volunteer one hour (or whatever number) per week (or per month) to assist with this?)		Hire for expertise - liaisons, grants, community engagement		
Hold staff accountable and have check ins to maintain momentum		Making time and space for internal training		
Work to understand people's perspectives when there are differing opinions, seek "buy in" from the group	Collaborate using a shared space - google drive, shared resources	Open and often communication		

Question 3

What challenges might you encounter in achieving the outcomes listed in question #2? How might you address these challenges?

Common Challenges

View common barriers/challenges below and add your own using the textbox feature

How might you address some of the challenges on the left?

Share your thoughts using a sticky note. Sticky notes are color coded to match the corresponding barrier.

Engagement

Examples:

- Combatting public apathy
- Reaching people effectively
- Communicating risks and project timelines without eliciting fear and frustration

Add others below!

Opposite of community apathy: inability to reach consensus within the community due to strong yet differing opinions.

Using unconventional outreach and engagement methods to combat "survey fatigue"; Demonstrating how community input is being incorporated into the project; Partnering with local CBOs or neighborhood groups and leveraging them as a messenger



Capacity

Examples:

- Building the staff capacity
- Finding the time among other priorities
- Maintaining momentum
- Institutional knowledge loss due to turnover

Add others below!

Partnering/leveraging workforce development programs, documenting project processes and learnings; Ensuring participants/staff are compensated \$

Engage with TA providers like CCLR!

Maintain guidance documents to keep as much institutional knowledge as possible



Celebrate wins over long term projects to maintain momentum



Collaboration

Examples:

- Cultivating values-aligned partnerships
- Building alignment or consensus

Add other below!

Community members who sometimes take up a lot of air time during meetings

Maintaining transparency and making sure the community understands the types of input that can realistically be incorporated; Establishing a clear mission/vision for the project to promote alignment; Tapping into local groups already doing similar work

