# TODAY’S AGENDA

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<td>Welcome + Intro</td>
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<td>Equitable Community Engagement Tools</td>
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<td>Plan/Reflect on Community Engagement Touchpoint</td>
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WHO IS DI?

Dominique M. Brown
Senior Racial Equity Specialist

Daniela Vollmer
Social Innovation Specialist
WHO WE ARE

Design Impact is a social innovation nonprofit that designs inclusive and creative approaches to complicated social problems.

We combine creativity, equity, and leadership practice to address pressing issues, equip communities, and inspire social change.
THEORY OF CHANGE

Think and solve differently.
We apply a wide variety of innovation methods that are strategic and human-centered.

Include, elevate, and share power with people most impacted by inequity.
We co-create from an intersectional and racial justice lens.

Build leaders who value creativity and inclusion.
We develop leaders that embrace a learning mindset, share ownership, and drive connection.
LEARNING GOALS

1. **Lean into those with lived experience** as co-creators throughout the change process.

2. Design approaches that **repair the harm and give room to heal**.

3. Lean into human wholeness as a **medium for creativity**.

4. Value decentralized power structures as means to facilitate **co-creation and social change**.
AMPLIFY PROGRAM GOALS

Strengthen six multi-sector partnerships that prevent domestic violence and promote health and well-being for young people and their caregivers.

**Community Partnerships:** Deepen understanding of internal organization, partners and community to uncover strengths and opportunities for collaboration.

**Youth & Caregiver Power:** Center community members with lived experiences and build their power in designing solutions for themselves.

**Prevention & Promotion of Protective Factors:** Test community solutions that can help prevent and mitigate the harm from domestic violence and ACEs.

**Sustainability:** Build systems for sustaining collaborative relationships and efforts.
6 RECOMMENDATIONS FOR EQUITABLE COMMUNITY ENGAGEMENT
COMMUNITY ENGAGEMENT PLANNING: QUESTIONS TO CONSIDER

● How can you design your activities in a way that gives people agency over the stories and information they share?

● How do your questions create opportunities for community members to share their strengths, passions, and assets?

● How can your activities help you understand root causes?
#1: Value lived experience as a form of expertise.
The community are experts of their own lives, center their voices.
DI’s APPROACH: HAND THE MIC TO PEER RESEARCHERS

Our project was shaped and led by three peer researchers, Jamaica, Julietta, and Kiera.

Peer researchers are paid community members who shape the research process by contributing their experience and expertise.

The peer researchers helped planned the discovery process, conducted interviews, synthesized our research, and identify opportunities.
#2 Ask ourselves... do we REALLY need community feedback? Evaluate what you actually need to act.
#3 Compensate people for their time.
Time is valuable and costly; appreciate people for showing up and the multiple points of contact they have with you.
COMMUNITY RESEARCHER BENEFITS
EXAMPLES

$25/Hour for Workshops and Meetings
Sent through PayPal

Additional Resources
Printed materials,
Childcare stipends;
Connections to resources

$75 per Interview

Certificate of Completion
Authorship in public distribution of data
#4 Go beyond feedback.
Mitigate engagement fatigue; focus on strengths, not deficits; move from input to ownership.
#5 Give room to heal. Recognize and make space for community trauma.
#6 Build in accountability measures. Keep your promises, follow-up with communities, and develop ways to hold yourself and your organization accountable to the community.
6 RECOMMENDATIONS FOR EQUITABLE COMMUNITY ENGAGEMENT

1. **Value lived experience as a form of expertise.** The community are experts of their own lives, center their voices.

2. **Ask ourselves...do we REALLY need community feedback?** Evaluate what you actually need to act.

3. **Compensate people for their time.** Time is valuable and costly; appreciate people for showing up and the multiple points of contact they have with you.

4. **Go beyond feedback.** Mitigate engagement fatigue; focus on strengths, not deficits; move from input to ownership.

5. **Give room to heal.** Recognize and make space for community trauma.

6. **Build in accountability measures.** Keep your promises, follow up with communities, and develop ways to hold yourself and your organization accountable to the community.
QUESTIONS?
PLAN/REFLECT
On a community engagement touchpoint
PLAN/REFLECT: COMMUNITY ENGAGEMENT TOUCHPOINT

1. Get into **breakout groups** with your organization.

2. Use the following prompts to reflect on a **specific past community engagement touchpoint** or plan an **upcoming one**.

3. Discuss and **take notes** on your worksheet.
COMMUNITY TOUCHPOINT EXAMPLES
(From our last Learning Session)

- Community conversations/Listening sessions (with food & music!)
- Block party
- Online game-based learning platform (Kahoots)
- Text message surveys
- Visioning exercise
- Art/Creative Expression (e.g., poetry, drawing, video, collage making, songwriting)
- Shadowing/Day in the Life
- Community Asset Mapping
- Participatory Action Research
- PhotoVoice
- Journaling
- Alternative online meeting platforms/apps (e.g. Houseparty, Mozilla Hubs)
PLAN/REFLECT: COMMUNITY ENGAGEMENT TOUCHPOINT

1. What would a successful engagement look like? What will the community walk away with?
2. Why is it important for community to be in the room? What do we need community feedback for?
3. When and where would this event take place? (in person, hybrid, virtual)
4. How will you value lived experience of the communities that you serve?
5. How will you focus on strengths and assets of the community?
6. What will making space to heal look like for your community?
7. How will you follow up after this touchpoint?
SHARE OUT

In 60 seconds, share out the touchpoint you selected and one key idea/reflection.
ADDITIONAL TOOLS

EQUITABLE COMMUNITY ENGAGEMENT

6 RECOMMENDATIONS FOR EQUITABLE COMMUNITY ENGAGEMENT

1. Value lived experience as a form of expertise. The community are experts of what works and how they design.
2. Ask yourselves, do we implicitly need community feedback? Delete what you already know is art.
3. Communicate people for their time: What is valuable and useful to people for whom it is and the multiple persons of contacts they have with you.
4. Do general feedback. People want meaningful feedback on strengths, not feedback in direct proportion to ownership.
5. Be open to host. Receive and make space for community input.
6. Build in accountability measures. Keep your promises, follow up with communities, and develop ways to invite you and your organization accountable to the community.

COMMUNITY ENGAGEMENT PLANNED QUESTIONS TO CONSIDER

- How can you design your activities in a way that gives people agency over the stories and information they shape?
- How do you engage other people? (e.g., community members to share their strengths, passions, and assets)
- How can your activities help you understand race issues?

GIFT EXPLOSION

Gifts of the Heart
(Emotional Benevolence)
Things that you care deeply about (e.g., protection of the environment, civic, children, etc.)

Gifts of the Head
(Cognitive Benevolence)
Things that you know something about, you would enjoy talking about it, and potentially teaching others about it (e.g., tools, art history, money, finance, etc.)

Gifts of Connectivity
(Humanitarian Social Networking)
People's feelings towards others that you are connected to and have valuable relationships with.

Gifts of the Hand
(Physical Benevolence)
Things you know how to do and enjoy doing (e.g., carpentry, plants, gardening, cooking, etc.)
CLOSING AND NEXT STEPS

- We’ll follow up with the slide deck and additional tools.
- Next session: **Peer Circle, October 5, 2:00 - 3:00 pm**
- Contact Daniela and DI for further support on engagement and to schedule coaching calls ([daniela@d-impact.org](mailto:daniela@d-impact.org)).
THANK YOU!

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