DESIGN IMPACT

Learning Lab 1

Equitable Community Engagement

September 22, 2021

TODAY'S AGENDA

10 min	Welcome + Intro
15 min	Equitable Community Engagement Tools
25 min	Plan/Reflect on Community Engagement Touchpoint
5 min	Share Out
5 min	Closing and Next Steps

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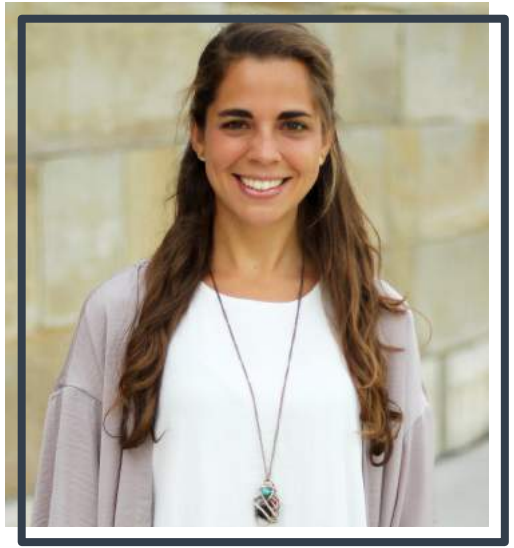
WHO IS DI?

Dominique M. Brown

Senior Racial Equity Specialist



Daniela Vollmer

Social Innovation Specialist

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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.

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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.

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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.**

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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.

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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?**

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#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

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#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.
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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.

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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.

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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)

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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?

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SHARE OUT

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

ADDITIONAL TOOLS

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EQUITABLE COMMUNITY ENGAGEMENT

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GIFT EXPLOSION

Gifts of the Heart
(Passion/Listening):

Things that you care deeply about (e.g. protection of the environment, civic life, children, etc.)

Gifts of the Head
(Knowledge/Information):

Things that you know something about, you would enjoy talking about it, and potentially teaching others about it (e.g. birds, art history, movies, finances, etc.)

Gifts of Connectivity
(Relationships/Social Networks):

People/ families/communities that you are connected to and have valuable relationships with.

Gifts of the Hand
(Practical Skills):

Things you know how to do, and enjoy doing (e.g. carpentry, sports, gardening, cooking, etc.)

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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).**

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THANK YOU!

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