



DIALOGUE TO CHANGE



Everyday Democracy works to improve the quality of civic life in the United States, build capacity within communities, and create a democracy where all voices are valued.

**from
community
conversation
to tangible
actions**

Community Partners of South Florida serves as the southeast anchor for Everyday Democracy.

What we do as an anchor:

- Build local capacity and coach communities in Florida for embedding equity driven dialogue and action.
- Use, adapt, and share tools and advice.
- Collaborate with Everyday Democracy and other anchor partners on regional or national projects or conferences.
- Assess and share how our work is impacting the communities we work with.
- Share stories of community change.
- Contribute to a national network and movement for building an equitable democracy that works for all.



INTERESTED IN HOSTING A DIALOGUE?

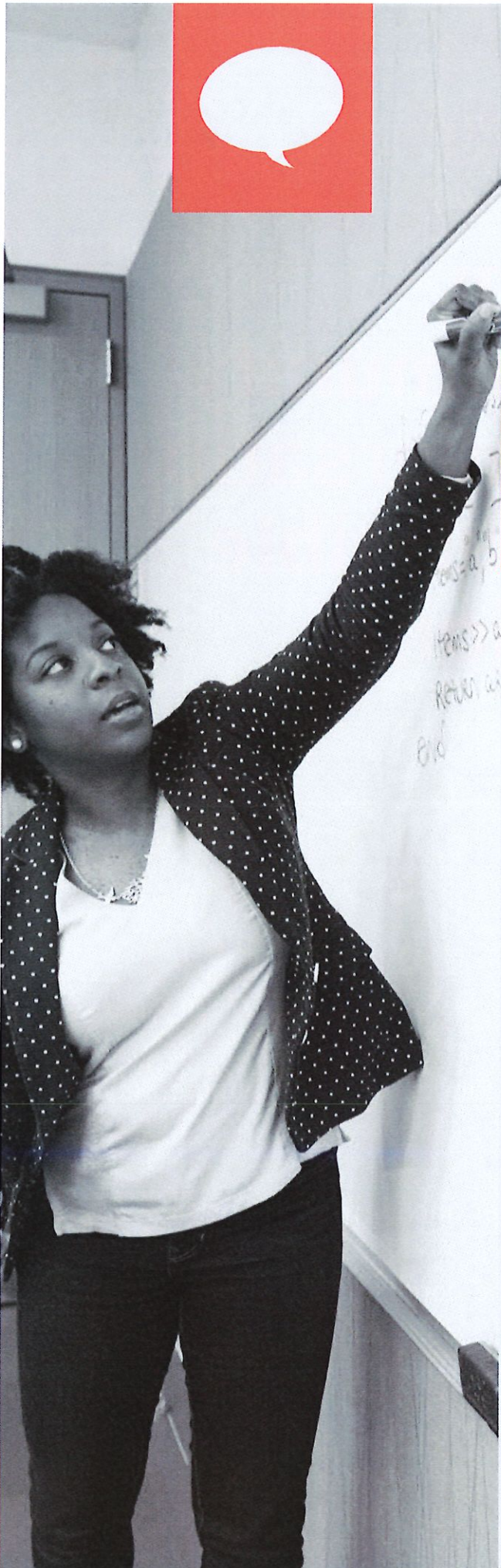
Let us help with systems
change in your community!

Examples of topics include:

- Police-Community Relations
- Racial Equity
- Education
- Neighborhoods
- Early Childhood Development
- Youth
- Poverty
- Diversity
- Immigration
- Mental Health

Visit www.everyday-democracy.org for more information about the Dialogue to Change process.

Contact Jaime-Lee Brown, Chief Strategic Initiatives Officer, Community Partners of South Florida at jbrown@cp-cto.org for inquiries.



Facilitation Styles for Action & Sustainability

Maria Fernandes-Dominique
NeighborWorks America

Gwendolyn P. Whiting
Carolyne M. Abdullah
Everyday Democracy



1

Our Values

NeighborWorks America believes that community residents are the best authorities on what makes their community thrive. We know that resident knowledge, skills, relationships, leadership, and collective ability are the keys to create and sustain positive change.


2

Action planning is


A process of creating a plan to bring about permanent change on a target issue in your community.
Tip: Think of your Action Plan as the first step on a longer path to making permanent change on your target issue.



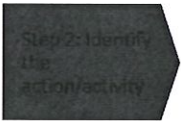
3




What is the permanent change (on a specific issue) you want to bring about in your community?
Tip: play the why game!



4



What kind of action or activity will build enthusiasm and get others involved in helping create the change you want to see?
Tip: Focus on an item that have been getting a great deal of attention among your fellow resident leaders or one that would get easy buy-in from the community.



5




What will success look like and how will we know it when we see it?
Tip: Use SMART goals and be intentional about including a goal on equity/inclusion.

6

Step 4: Create Budget

- How much money is the project going to cost?
- What resources do we have on hand?
- What are some fundraising opportunities?

Tip: Leverage the \$4,000 NeighborWorks America grant to get match funding from other funders

7

Step 5: Identify partners

Who else needs to be involved and what would their role be?

Tip: You will need to recruit and prepare your volunteers through training.

8

Step 6: Create Timeline

Direct Outreach	DEC	JAN	FEB	MAR	APR
Door knocking	X				
Direct Mail	X	X	X		
Telephone calls				X	X
Indirect Marketing					
Social Media	X				
Print and radio ads		X	X		
Flyers and Posters			X		

Spell out set of activities, dates and persons responsible for carrying out your project.

Tip: Search Google for timeline templates and remember to be flexible when you don't meet deadlines.

9

Step 7: Measure, Evaluate and Report

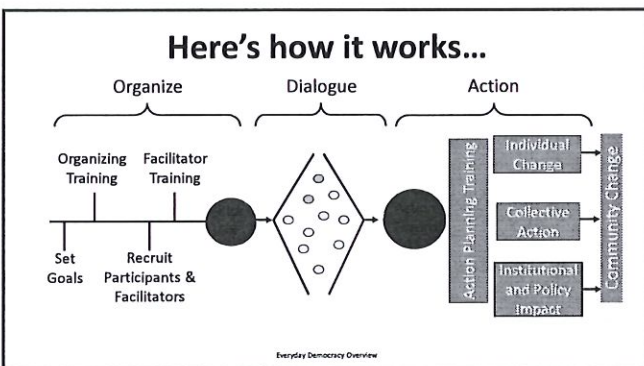
All CLI teams that apply for and receive the NeighborWorks America action planning grant will be asked to submit a progress report in NeighborWorks America's Online Reporting System (ORS) describing significant accomplishments resulting from the planned event or project.

10

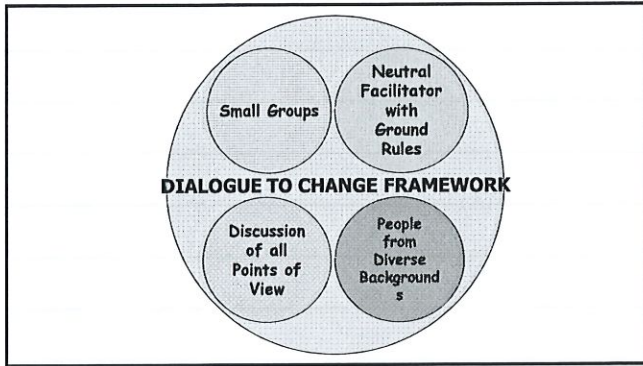
About

- National nonprofit nonpartisan organization founded in 1989
- We work in partnership with communities using dialogue as a pathway for change
- We've worked nationally with more 1000 communities
- Within our work we integrate a racial and intergenerational equity lens

11




12



13

Action




1. Action Forum
2. Action Planning Training
3. Action Teams
4. Planning and Implementation

Planning for Action

14

Dialogue Results

- Creating an open space for people to talk about difficult issues
- Hearing from community members who usually don't have a voice
- Diffusing tensions between groups
- Creating space to come up with ideas for action




Planning for Action

15

Individual Change

- Dispelled Stereotypes
- Deeper Relationships
- Personal Learning and Growth
- New Leaders




Planning for Action

16

Collective Action

- Community Garden
- Multicultural Center
- Neighborhood Cleanup
- Trust Building Forums Between Police and Youth



Planning for Action

17

Institutional and Policy Change

- Embedded community dialogues
- Hiring practices
- Policies that address equity
- Racial equity trainings for employees
- Increased community input
- Budget changes



Planning for Action

18

WHY DIALOGUE?

- ▶ Inclusion of many voices
- ▶ Builds relationships and trust
- ▶ Builds community connections
- ▶ Supports community-building capacity

- ▶ Builds civic and social capital
- ▶ Focuses on the intersection of racial equity and public issues

ispe
othe



Facilitated Dialogue

19

A Dialogue Circle is *Not* . . .


- Conflict resolution or mediation
- A focus group
- Traditional education with teachers and pupils.
- A facilitated meeting with a predetermined outcome.
- A town meeting
- A public hearing

Facilitated Dialogue

20

Sample Dialogue:

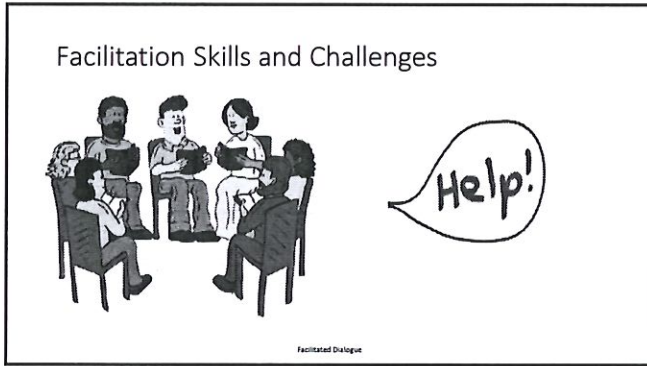
Session 1 - Making Connection, Part 5



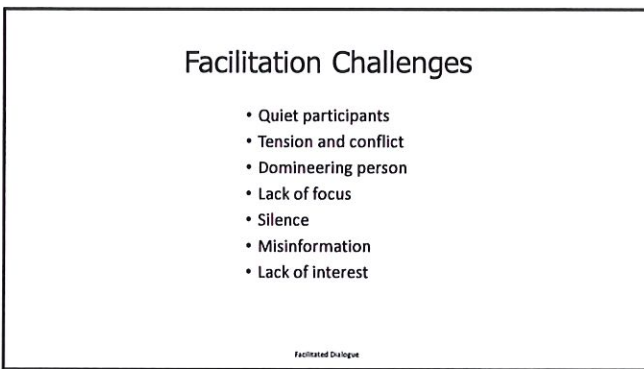
- Tell a story or give an example to show how your background or experiences have affected your ideas about racism and other ethnic groups?
- When did you first realize that people come from different racial or ethnic backgrounds? Hat is your first memory of that?
- How do you think young people see racism today? Compare your views with your parents' beliefs about different racial or ethnic groups. How are they the same? How do they differ?

Facilitated Dialogue

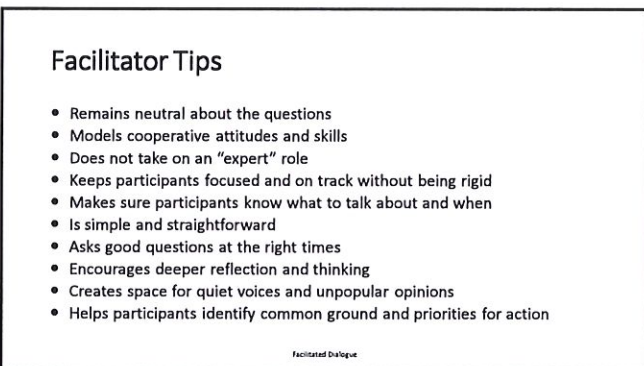
21



22



23




24

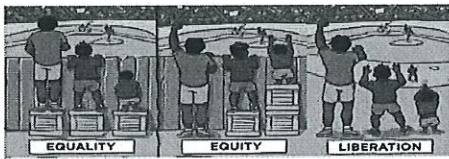
Communications Styles and Cultural Differences

- Shouting may mean excitement and not anger
- Seating matters – touching
- Sense of time
- Some prefer face-to-face conflict; others prefer writing things down
- Some prefer to do the work and build relationships as they go; others prefer to build relationships first.
- Using an Equity Lens

Facilitated Dialogue

25

 **Don't just tell a different version of the same story. Change The Story!**



Facilitated Dialogue

26

Building sustainability into your work

oSustainability can be considered a process for effectively leveraging partnerships and resources to continue programs, services, and/or strategic activities that result in improvements in the thing you're investing your resources to improve, change, etc.

- U.S. Department of Health and Human Services, Office of Adolescent Health

Facilitated Dialogue

27

Co-Facilitation

- Pairs experienced facilitators with trainees
- Models diversity
- Shares work of planning, debriefing and evaluation
- Matches skills
- Ensure you examine your working relationship through the lens of equity

Facilitated Dialogue

28

Sustainability: What to consider

- Is it Equitable?
- Is it Appropriate?
- Is it Affordable and Doable?

Facilitated Dialogue

29

Elements of a sustainability framework may include:

- Creating an action strategy
- Assessing your environment
- Adaptability
- Community support
- Integrating community infrastructure
- Building strong diverse leadership team
- Strategic partnerships
- Diverse funding streams

Facilitated Dialogue

30

What we know: Elements of continuous engagement

- Dedicated staffing
- Funding
- Institutional home
- Action oriented
- Communication Strategy
- Evaluation and assessment


Facilitated Dialogue

31

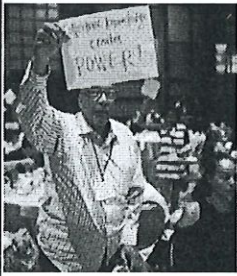
Neighborhoods America CLI research and reporting

Action Plans

- Read in-depth 200 action plans from two years
- Analyzed data from 490 action plans from five years, 2012-2016

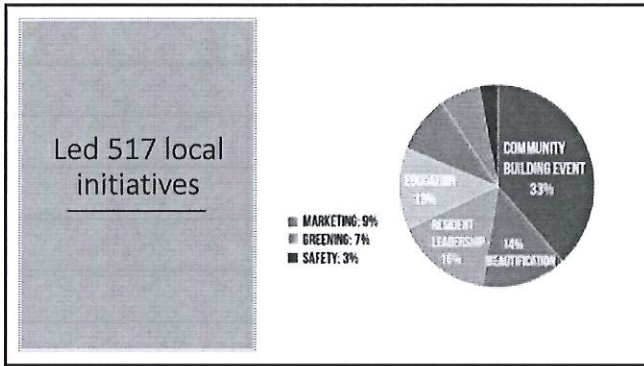


32

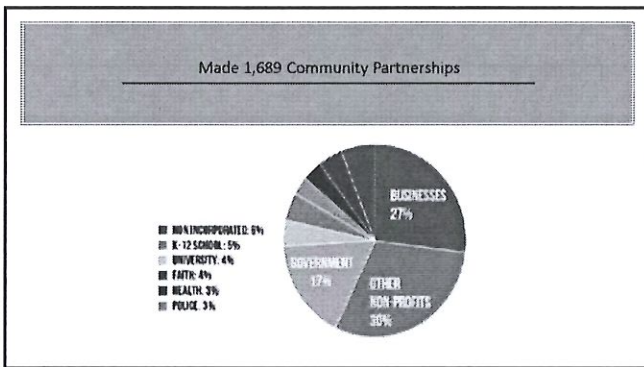


- 95% of CLI teams led a local initiative
- Most often led community building events
- Average of 4 community partners per team
- Teams raised 2.33 million, more than doubling funds granted

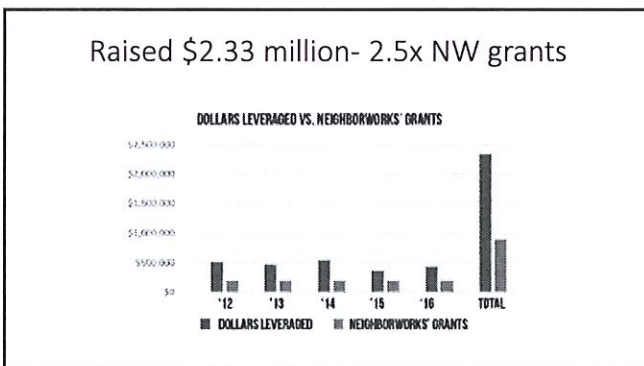
33



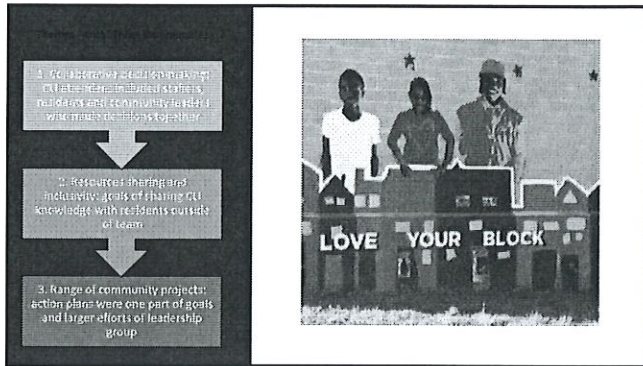
34



35



36



37