

# COMMUNITY ENGAGEMENT ASSESSMENT TOOL

Q : What kind of relationship do you have with community members?						
OUTREACH	Unsure	Mostly outreach	Talking about doing CE	Working toward CE	Doing CE	COMMUNITY ENGAGEMENT
Relationships are mostly transactional in order to complete a project.						Relationships are foundational; continually being built and nurtured by staff/institutions to ensure they know their community.
Relationships often lack representation of all racial or cultural groups in the community.						Relationships reflect the diversity within the community.
Relationships are limited to a few community members, often giving influence to those with the loudest voices.						Relationships are built not just with current leaders, but also with community members with an interest &/or potential to be leaders.
Relationships are short-term, so staff has to rebuild them as other projects or issues come up.						Relationships are transformational & long-term, so community leaders/members can engage in projects & issues as they come up.
Q : Why are you engaging people?						
OUTREACH	Unsure	Mostly outreach	Talking about doing CE	Working toward CE	Doing CE	COMMUNITY ENGAGEMENT
To accomplish a project or specific goal defined by the organization.						To create space for people to connect, raise concerns, build power & act in their own interests.
To seek buy-in or approval of something the organization has already planned.						To create space for the community's assets to be recognized & utilized.
Q : How are you getting people involved? When?						
OUTREACH	Unsure	Mostly outreach	Talking about doing CE	Working toward CE	Doing CE	COMMUNITY ENGAGEMENT
Primary activities with community include flyers, surveys, focus groups, workshops, etc.						Primary activities with community include listening sessions, one-on-one meetings, celebrations, leadership development, community-building projects, etc.
Information is given or feedback is requested after a project is planned.						Planning is done with the community from the beginning.

Q : How do ideas get generated?						
OUTREACH	Unsure	Mostly outreach	Talking about doing CE	Working toward CE	Doing CE	COMMUNITY ENGAGEMENT
Staff/Institutions generate ideas they think the community will support.						Staff/Institutions support community members in generating their own ideas.
Staff/Institutions generate solutions to a problem they have defined.						Staff/Institutions engage in continual self-reflection to respond to & incorporate people's ideas, feedback, talents, & challenges.
Q : How do your organizational policies & structures support engagement?						
OUTREACH	Unsure	Mostly outreach	Talking about doing CE	Working toward CE	Doing CE	COMMUNITY ENGAGEMENT
The organizational culture is mostly focused on obtaining specific outcomes.						The organizational culture is focused on learning & values emergent & long-term outcomes.
Board & staff may not represent the community.						Board & staff reflect the community.
The organization operates in ways that reflect the dominant culture, such as using Robert's Rules for meetings, prioritizing staff to speak, etc.						The organization creates space for different cultures such as offering cultural foods & social spaces/times, giving elders a special role, etc.
Racism & power may not be discussed or may be dealt with superficially.						The organizational culture supports discussions to understand & dismantle structural racism, help heal historical trauma, and claim individual & community power.
The organization adheres to organization-driven policies & structures.						The organization has a willingness to revisit organizational policies/structures to respond to community needs & ideas.

\*Adapted from Building the Field of Community Engagement and/or its partners