

Community Engagement Assessment
Individual Responses - HRIEC

What kind of relationship do you have with community members?						
Outreach	Unsure which we are doing	Doing Primary outreach	Beginning to talk about moving to CE	Working toward CE	Doing CE	Community Engagement
Relationships are primarily transactional for the purpose of completing a project	X	X	X X X X			Relationships are foundational, continually built between and among people and groups.
Relationships are often not inclusive of all racial or cultural groups in the community		X X X	X	X X		Relationships reflect the diversity within the community
Relationship can be limited to a few community members, often giving influence to those with the loudest voices		X	X X	X X	X	Relationships are built not just with current leaders, but also with people with an interest and/or potential to be leaders
Relationships are short-term, so staff have to rebuild them as other projects or issues come up		X X	X	X X	X	Relationships are transformational and long-term so community leaders/members can engage in projects and issues as they come up

Why are you engaging people?						
Outreach	Unsure which we are doing	Doing Primary outreach	Beginning to talk about moving to CE	Working toward CE	Doing CE	Community Engagement
To accomplish a project or a specific goal defined by the organization		X	X X X	X X		To create space for people to connect, raise concerns, build power and act in their own interests
To seek buy-in or approval of something the organization has already planned		X X	X X X			To create space for the community's assets to be recognized and utilized
How are you getting people involved? When?						
Outreach	Unsure which we are doing	Doing Primary outreach	Beginning to talk about moving to CE	Working toward CE	Doing CE	Community Engagement
Primary activities with community include flyering, surveys, focus groups, workshops		X	X X X X			Listening sessions, one-to-one meetings, celebrations, leadership development, community building projects
Information is given or feedback is requested after a project is planned		X X X	X X X			Planning is done with the community from the beginning

How do ideas get generated?						
Outreach	Unsure which we are doing	Doing Primary outreach	Beginning to talk about moving to CE	Working toward CE	Doing CE	Community Engagement
Staff, institutions generate ideas they think the community will support		X X X	X X	X		staff, institutions support community members in generating their own ideas
staff, institutions generate solutions to a problem they have defined		X X	X X X	X		staff, institutions engage in continual self-reflection to respond to and incorporate people's ideas, feedback, talents, and challenges into the work
How do your Organizational policies and structures support Engagement?						
Outreach	Unsure which we are doing	Doing Primary outreach	Beginning to talk about moving to CE	Working toward CE	Doing CE	Community Engagement
The organizational Culture is primarily focused on obtaining specific outcomes		X X	X X	X X		The organizational culture is focused on learning and it values emergent and long-term outcomes
Board and staff may not represent the community	X	X	X X X	X		Board and staff reflect the community
The organization adheres to ways of operating that reflect the dominant culture	X	X X	X X	X		The organization creates space for different cultural ways
Racism and power may not be discussed or may be dealt with superficially		X X	X X	X X		The organizational culture supports discussions to understand and dismantle structural racism
The organization adheres to organization-driven policies and structures		X X X	X X	X		The organization demonstrates a willingness to revisit organizational policies and structures to respond to community needs and ideas

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HRIEC Consensus 2021

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