



The following document was contributed to the Toolkit  
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## **Community Building Principles and Action Steps**

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## Community Building Principles and Action Steps

<b>Principle</b>	<b>Action Steps</b>	<b>How do we know it is working</b>
<p><b>Participation and Inclusion</b></p>	<p>Directly involve people affected to decide, develop and implement solutions in their neighborhoods and communities.</p> <p>Create an environment which encourages and supports the participation of all people and differing perspectives.</p> <p>Ensure that the process is inclusive, open, and that information is shared by all</p>	<p>A variety of impacted residents of differing social and economic groups, are invited to share their gifts and participate in the work of their community in increasing proportions.</p>
<p><b>Focus on Assets - Build Capacity</b></p>	<p>Continually identify and develop leadership potential of people at the grassroots level and provide opportunities to lead.</p> <p>Ensure that information which portrays community needs/ problems is balanced with information about community assets and that information is shared with all affected individuals and groups.</p> <p>Support efforts that lead to sustainable solutions emphasizing leadership development, citizen participation, partnerships with agencies and organizations, and community economic development.</p>	<p>Community-building participants exhibit increased commitment to and confidence in the collective action of neighborhood residents and leadership.</p>

	<p>Support the development of solutions that will effectively build upon the capabilities and assets of each neighborhood and community through the strengths of individuals, families associations, and organizations.</p>	
<p><b>Civic Responsibility</b></p>	<p>Work to mobilize residents and communities for collective action.</p> <p>Promote the civic responsibility of residents in all aspects of community and neighborhood life.</p> <p>Encourage activities that follow the principles and values of democracy.</p> <p>Encourage individuals and groups to freely express their views.</p> <p>Promote the concept of collective and individual leadership and responsibility for the common good.</p>	<p>More individuals choose to exercise and fulfill their civic and community responsibilities.</p>
<p><b>Collaboration and Partnership</b></p>	<p>Strongly encourage collaborative activity amongst neighborhoods, agencies, businesses, funders, policy-makers and other stakeholders.</p> <p>Encourage activities that respond to the uniqueness of each neighborhood and community by bringing together the strengths of local individuals, associations, businesses, faith-based entities and other organizations.</p> <p>Promote open communication with an emphasis on active listening and reaching consensus.</p>	<p>Initiatives undertaken increase the number of involved partners and result in increased collaboration.</p>

<p><b>Comprehensive</b></p>	<p>Create incentives for approaches and interventions which cut across program boundaries whenever and wherever possible (e.g. Education, employment, housing, health, and human services).</p> <p>Balance priorities which focus on solving individual problems with actions that strategically target the development of neighborhoods and communities.</p> <p>Support the integration of community economic development, human services and civic responsibility as a comprehensive approach to community building.</p>	<p>Community-building interventions and approaches cross organizational boundaries (e.g., businesses, churches, human service agencies, etc.) in addressing community issues.</p>
<p><b>Embrace Diversity</b></p>	<p>Recognize and celebrate the differences and uniqueness of residents in neighborhoods and communities by encouraging and supporting inclusiveness.</p> <p>Promote the values and history of our many cultural traditions and ethnic groups.</p>	<p>A variety of impacted residents of differing social and economic groups, are invited and participate in the work of their community in increasing proportions.</p>
<p><b>Learn</b></p>	<p>Promote a supportive environment which allows communities and organizations to continually learn and grow.</p> <p>Support innovations where all can learn together from successes and failures.</p> <p>Set a culture that encourages innovation.</p>	<p>Successes and failures of community building efforts are used as learning opportunities for communities and organizations.</p>

<b>Focus on Results</b>	<p>Encourage a system which gathers, analyzes, tracks, and shares information that will allow all to build upon their experiences.</p> <p>Demonstrate genuine accountability for outcomes to residents, donors, and all stakeholders.</p> <p>Acknowledge that to be successful this work requires a long term commitment.</p>	<p>People will understand that the results of community building will be short-term, intermediate, and long-term in their nature.</p>