

## **Community Development/Community Capacity Workshop - Summary of Large Group Discussion**

### **COMMUNITY DEVELOPMENT IS...**

- Not looking at deficits in community
- What the community has...
- Volunteers coming together to improve community
- Mobilization of community to action
  - Leadership
  - Recognition – need to do something
  - Inclusive – cross sectors
  - Spiritual
- Empowering community through education, activities
- Partnering – building capacity – addressing determinants of health
- Bring together non-traditional partners
- Listening and humour
- Working with (not for) community – engage community from beginning
- Keeping communities inclusive
- Community not only geographic
- Community can be one of interest (not necessarily geography)

### **A-HAS RE: PRINCIPLES OF COMMUNITY DEVELOPMENT**

- It's important that we provide education for communities to realize there are things they can do
- Buy in from community members is important
- We need skills regarding structure of change (education is needed) and for measuring the change
- Have to think about how to engage all members

### **COMMUNITY CAPACITY BUILDING IS...**

- Which came first – chicken or egg? Developing the community leads to building capacity, leads to developing the community. ... resources/skills then strengthened for next process.
- It's like a self management model with an individual client – you are providing skills/tools so a community can move forward.
- Capacity → action → success → can do attitude → new possibilities.

## **OVERALL COMMENTS ABOUT CD/CCB**

- Different goals/methods/time needed for working in each community – it’s a challenge from regional perspective to do each differently
- Important to know the “lay of the land” in the community
- Community development = initiating/sparking change; and community capacity building = maintenance, stoking the fire
- Community development can happen without community capacity building
- I thought community development process would lead to increased capacity
- Community development = a number of activities
- Capacity as an outcome
- Confusing regarding health promotion. Which strategies/process do you use?

## **Concrete Actions Arising from the Workshop**

- Allow community to find a way to move things forward (e.g., red tape)
- Share information (electronic, Horizons)

## **Participant Actions Identified for Building Dimensions of Community Capacity**

### **PARTICIPATION/LEADERSHIP**

- Chat! Networking with partners (Group 1)
- Network (Group 3)
- Networking opportunities (Group 4)
- Allow opportunity for every voice to be heard (Group 2)
- Democratic process (Group 2)
- Listen! (Group 2)
- Effective communication (Group 2)
- Lead by example (Group 8)
- Have a champion (passionate) (Group 8)
- Facilitate, be a catalyst but not the “expert (Group 2)
- Identifying common interest (not always obvious) (Group 1)
- Identifying people with expertise (Group 1)
- Clear purpose and responsibility (Group 1)
- Defining the commitment when volunteering (Group 8)
- Constructive feedback (Group 2)
- Orientation (Group 6)
- Extending invitations (Group 8)
- Identify the key people/stakeholders and invite to participate (Group 9)
- Identify key stakeholders (Group 11)
- Identify key people and stakeholders and invite to be involved (large group)
- Inclusive (Group 6)
- Inclusive (Group 7)
- Be inclusive (Group 11)
- Diverse group (Group 7)
- Participate in existing groups (Group 7)
- Allow communities to take leadership (Group 10)
- Empower (Group 11)
- Go to where the people are; provide supports (large group)
- Use incentives to encourage participation (e.g., food, transportation, etc.) (Group 7)
- Overcome barriers that may prevent participants from being involved (Group 7)
- Build participation and leadership in community groups - Celebrate successes (Group 5)
- Educate community leaders (Group 10)
- Educate, advertise & recruit (Group 3)
- Build participation and leadership in community groups - Promotion (Group 5)
- Provide the means (education, resources (free food), guidance) for team development (Group 4)

- Build participation and leadership in community groups - Organize training opportunities and/or workshops (Group 5)
- Professional development (Group 6)
- Strategic Planning – meeting on participants terms (location, time, etc.) (Group 6)
- Communities have to be goal-oriented/ownership (Group 10)

## SKILLS

- Orientation (Group 6)
- Orientation process (Group 11)
- Shared goal – individual skills are clear in achieving that goal (Group 1)
- Giving individual contributions VALUE! (e.g., volunteers) – Recognize it as important (Group 1)
- Praise (Group 2)
- Support and encourage the development of skills – praise and encouragement (Group 5)
- Appreciation/recognition and positive feedback (Group 3)
- Reinforce value of skill (Group 3)
- Help people see their strengths (Group 10)
- Utilize the skills present (Group 2)
- Building/using resources we have to enhance skills (Group 10)
- Identify skills that already exist (Group 7)
- Inventory of what each player brings to the table (Group 9)
- Support each other's skill development (Group 9)
- Provide training (Group 8)
- Education (Group 10)
- Education sessions (Group 11)
- Identify appropriate educators (Group 11)
- Bring in resource people (Group 11)
- Provide information regarding opportunities for skill and knowledge growth and resources (i.e., funding sites) (Group 2)
- Provide opportunities to develop skills (i.e., proposal writing training session; how to conduct needs assessment) (Group 7)
- Proposal writing (Group 6)
- Support and encourage the development of skills – organize training opportunities (Group 5)
- Offer on-going training and workshop (Group 3)
- Support and encourage the development of skills – financial support and/or other incentives (Group 5)
- Opportunity for professional development (Group 6)
- In servicing after thoroughly assessing the needs of the group (Group 4)
- Asset mapping (Group 2)
- Identify needs (Group 11)
- Profiles (Group 2)

- Communication (Group 11)
- Don't withdraw too quickly; ensure skills are there (large group)
- Make sure topic is real and applicable (large group)

## **RESOURCES**

- Assist in proposal writing (Group 1)
- Support a group's ability to obtain and use resources – proposal writing (Group 5)
- Training in proposal writing (Group 6)
- Support a group's ability to obtain and use resources – application preparation (Group 5)
- Knowing the “people” (Group 1)
- Social capital – knowing the “Power Houses” (Group 7)
- Identify human resources (Group 11)
- Identify in-kind resources (Group 11)
- In-kind support (Group 1)
- In-kind groups (Group 2)
- Providing linkages with existing avenues/education (Group 4)
- Profile (Group 2)
- People with skills (Group 2)
- Maximize the use of existing resources (Group 7)
- Help people identify resources that currently exist (Group 10)
- Minimize cost (Group 8)
- Support a group's ability to obtain and use resources – expert advise (Group 5)
- Bring together partners (Group 6)
- Partners (Group 2)
- Transportation cost (Group 6)
- Facilitate opportunities for groups to meet (Group 10)
- Funding opportunities (CRWC, PWG) (Group 2)
- Identify funds available to groups (Group 11)
- Resource Inventory in all capacities (Group 3)
- Ask the key questions – what do we have? What do we need? How can we get it? (Group 9)
- Advertise the inventory of resources (Group 3)
- Educate how to utilize resources (Group 3)
- Create a space (Group 8)

## **SOCIAL/INTER-ORGANIZATIONAL NETWORKS**

- Take advantage of each and every networking opportunity (Group 1)
- Provide networking opportunities (Group 10)
- Network with similar communities (Group 10)
- Community networking supports (adoptive strategies) (Group 11)
- Community partners (Group 2)

- Support the development of strong networks through invitations to outside groups, sharing of information, joint committees (Group 5)
- Bring in, and reach out to, non-traditional partners (Group 7)
- What other groups can we tap into (resources, information, experiences) (Group 9)
- Guest speakers to provide group info (Group 10)
- Intersectoral collaboration (Group 2)
- Interprofessional collaboration (Group 2)
- Strong connection with council (Group 1)
- Identify who the key partners/organizations are (Group 3)
- Who else has a vested interest? (Group 9)
- Foster partnership development (Group 4)
- Partnerships (Group 6)
- Sharing of mandates and roles (Group 3)
- Identify existing supports (Group 7)
- Fun and laughter ☺
- Have a bit of fun while working toward mission (large group)
- Provide training (Group 8)

## **SENSE OF COMMUNITY**

- Socialize – cook, meals, games (Group 1)
- Taking a genuine interest (sharing fun and food) (Group 3)
- Make it fun, rewarding and interactive (Group 8)
- Develop a sense of community through community activities (Group 5)
- Providing opportunities to network and understand each other (Group 10)
- Mutual respect for each other (Group 9)
- Ensure all members feel welcome (e.g., appropriate meeting times, place, etc.) (Group 7)
- Give people sense of belonging/ownership (Group 9)
- Invite and encourage involvement (Group 9)
- Desired goals must be in consensus (Group 2)
- Coming together for a common cause (Group 3)
- Make the action applicable ~personalize it (Group 8)
- Encourage people to learn what's been seen and accomplished (large group)
- Attainable goals (Group 2)
- Focus on accomplishment and strengths (Group 4)
- Develop a sense of community by reinforcing strengths and successes of the community (Group 5)
- Praising and communicating accomplishments (Group 11)
- Celebrate partnerships (Group 6)
- Partnering (Group 10)

## **UNDERSTANDING OF COMMUNITY HISTORY**

- Need to see what happened before, repeating is unnecessary (Group 2)
- Understanding history is essential for any capacity building (Group 10)
- Look at previous success (Group 2)
- Photo's and displays – keep a record of work and successes (Group 6)
- Foster a sense of community history – efforts to preserve history and/or pass on cultural/historical knowledge (Group 5)
- Embracing heritage sites, museums, etc. (Group 11)
- Celebrating or milestones (Group 4)
- Foster a sense of community history – hold celebrations (Group 5)
- Town elder interviews (Group 2)
- Community elders to “tell their stories” (Group 11)
- Story-telling (Group 6)
- Respect for the past (Group 9)
- Respectful of each other (Group 10)
- Key players in community (Group 3)
- Willingness to change for betterment of community as a whole (Group 9)

## **COMMUNITY POWER**

- Need to understand when they are ready to take ownership. (Group 1)
- Timeline of transfer of power (Group 10)
- Allowing others to “take the ball” and run with it (Group 9)
- Transfer from “Power Over” to “Power With” – Build capacity (Group 5)
- Give them the “tools” and the skills (Group 11)
- “Train the trainer” (Group 11)
- All parties must see benefit (win-win)
- Sense of ownership (buy-in)
- Acknowledge all players and community partners involved (Group 6)
- Acknowledge all contributions, both financial and in-kind (Group 6)
- Acknowledge all contributions (large group)
- Transform skills, knowledge and education to develop leadership skills in communities for them to become empowered (Group 3)
- Delegation of tasks and roles to different members
- Not pushing your agenda (Group 9)

## **COMMUNITY VALUES**

- Assess the values – culturally sensitive – need to balance benefits with the values
- Community – common and unity (large group)
- Ask what they value about their community (Group 8)
- Don't impose values on community (Group 10)

- Community assessment, scan of existing community values (Group 4)
- Facilitate clarification, articulation and acting on community values through forums, round table discussions, and community meetings to raise or share concerns (Group 5)
- Identify individual group missions (Group 11)
- Share among all parties to educate (Group 11)
- Mutually agreed on well-defined values (i.e., healthy living) (Group 9)
- Recap organizations values and mandate often (Group 6)

## **CRITICAL REFLECTION**

- Evaluate what has been done
- Measurement of outcomes (Group 11)
- Evaluate (PDSA evaluate) (Group 9)
- Look at previous success (Group 2)
- Put in place some method of evaluation (Group 5)
- Advances, dinner group, evaluations (Group 8)
- Evaluation and analysis (Group 4)
- Feedback.
- Feedback (Group 11)
- Look for alternatives (Group 2)
- Open to change (Group 2)
- Don't be afraid to change, what was always done may not work now
- Respecting others ideas and values (Group 6)