presents…

"Measuring Community Change: How do we know it when we see it?"

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Agenda

- **Who we are**
  - **Everyday Democracy**
  - **CAPD**
- **Communities Creating Racial Equity initiative**
- **Measuring community-level change**
- **Questions**
- **Lessons & challenges**
- **Resources**

Communities Creating Racial Equity
Initiative

Program . . . . **Evaluation**

↓ ↓

Everyday Democracy **CAPD**

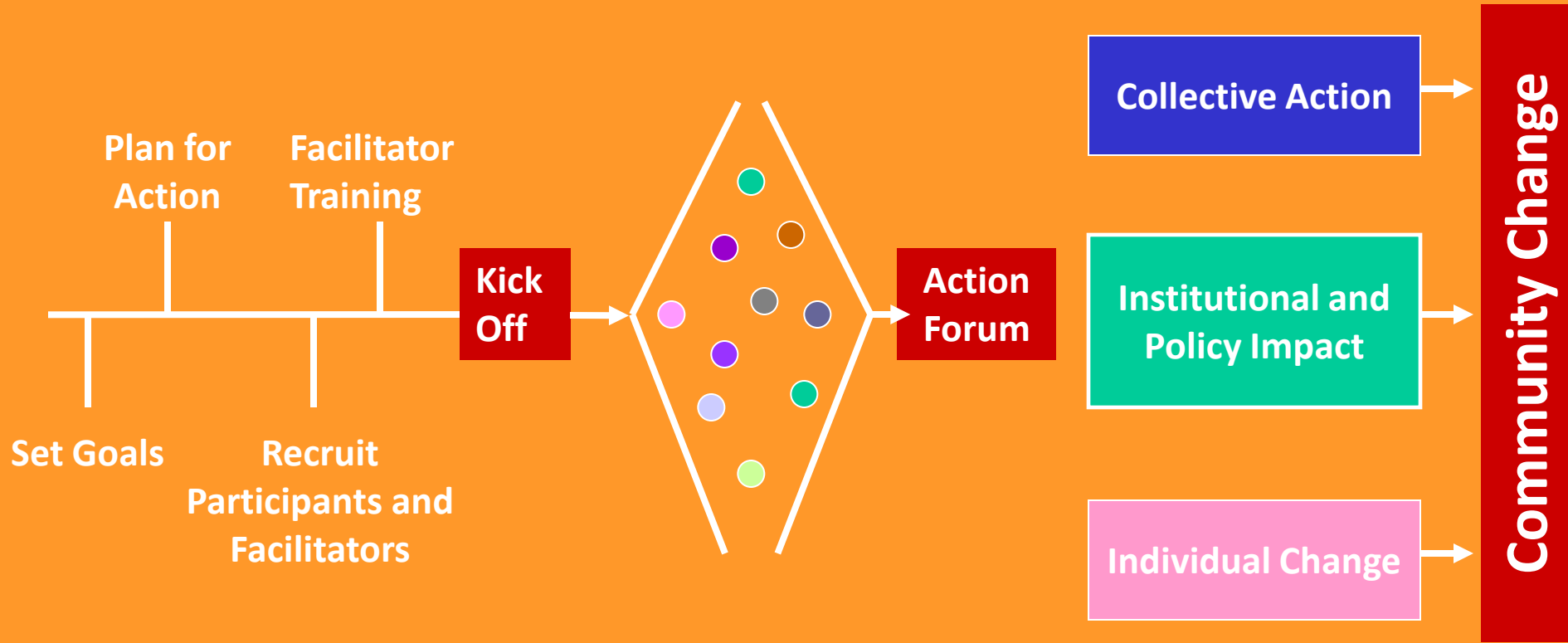# Everyday Democracy's Approach to Public Engagement

1. **Involve everyone**

2. **Embrace diversity**

3. **Share knowledge, resources, power & decision making**

4. **Connect dialogue & deliberation**

5. **Connect deliberative dialogue to social, political, & policy change**

Here's how it works...

Organize　　　　**Dialogue**　　　　**Action**

Set Goals

Plan for Action

Recruit Participants and Facilitators

Facilitator Training

Kick Off

Action Forum

Collective Action

Institutional and Policy Impact

**Individual Change**

Community Change

Why Addressing Racism is Important to Building a Strong Democracy

- ◆ **Racism is rooted in our history and embedded in our culture**

- ◆ **Racism is one of the greatest barriers to solving all kinds of public problems**

- ◆ **Because of this, we help communities pay special attention to how *structural* racism and other *structural inequities* affect the problems they want to address**

Everyday Democracy's
Communities Creating Racial Equity
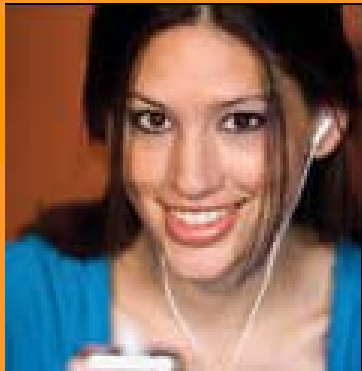
Initiative

The Learning Partners

- ◆ **Hopkinsville, KY**

- ◆ **Jacksonville, FL**

- ◆ **Lynchburg, VA**

- ◆ **Montgomery County Schools, MD**

- ◆ **New Haven, CT**

- ◆ **S. Sacramento, CA**

- ◆ **Stratford, CT**

- ◆ **Syracuse, NY**

CAPD: Is Civic Engagement Contributing to Racial Justice at a Community Level?

Is our community more racially just over time?

AND

Is our civic engagement effort contributing to observed changes?

To answer:

1. **Baseline and long-term follow-up (tracking)**

2. **Community level disparities data**

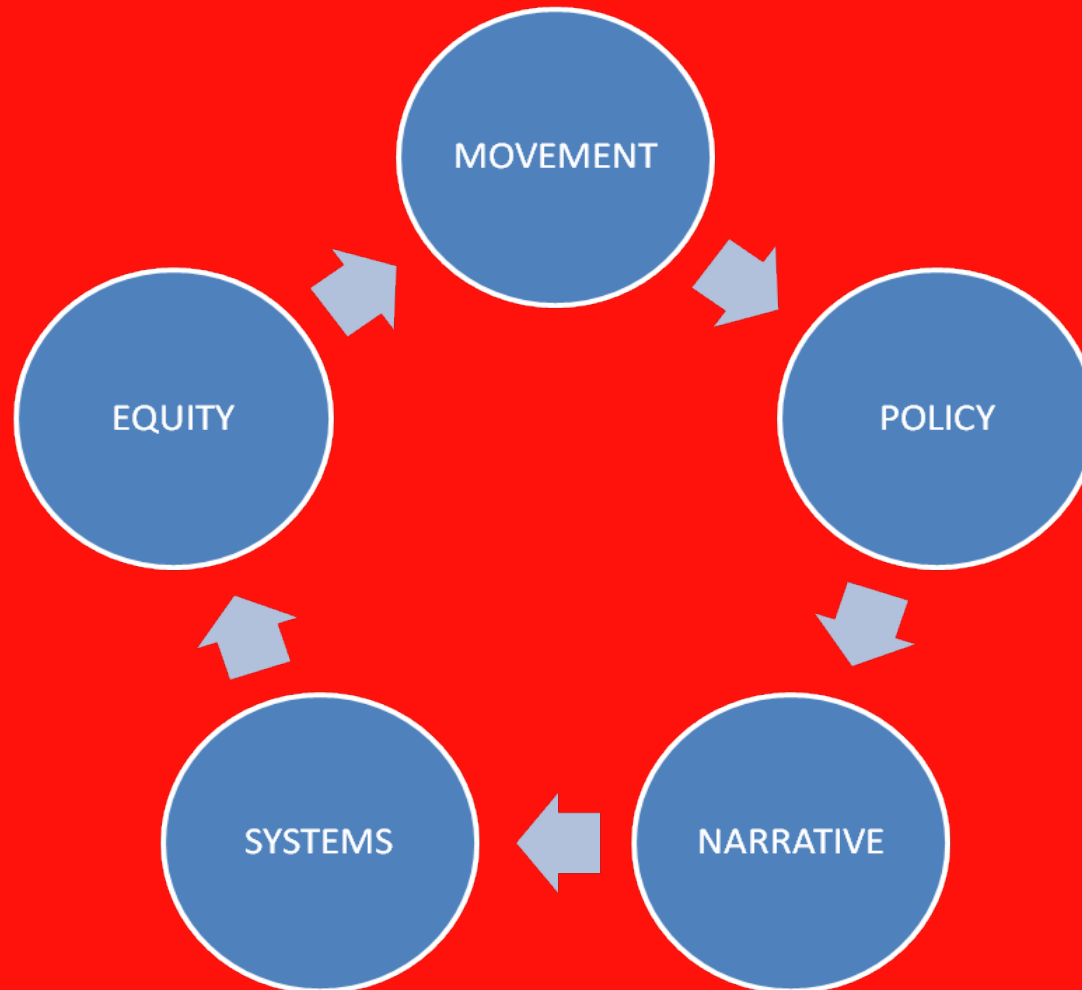3. **Shorter term – agreement about markers of progress towards racial justice**

To answer:

4. **Data on the direct results of civic engagement**

5. **Data linking direct results to outcomes**

OR

Compelling case for links plus available evidence that some are occurring as intended

Indications that a Community is Moving Toward Racial Justice

Examples – PRE Critical Issues Forum

Movement	Collective strategies cover the bases Decision making led by people of color
Policy	Voting rights restored Cross community revenue sharing Wins have a next step built in
Narrative	Everyday people speak up when public figures deny racism Schools, museums, faith groups cover racism accurately in materials
System Changes	Line item allocations for training staff in practices that research shows work for the groups on the down side of an inequity
Equity	Life expectancy the same by race Lower correlation between wealth and race

CCRE Evaluation Methods

FOCUS

- Effectiveness of Everyday Democracy supports
- Learning
- Cross-site

DATA COLLECTION

- Logic model reporting form
- In-depth stakeholder interviews (communities, Everyday Democracy)
- Cross-site e-survey

IMPLICATIONS

- Everyday Democracy the unit of analysis – community level progress an indicator of effectiveness

PROCESSES

- Logic model training and co-creation
- Evaluation liaisons in each community
- Community review of final report

Examples taken from CCRE (short to longer term)

Markers of quality implementation	Indicators of movement toward every voice being valued	Indicators of movement toward racial justice
Multi-racial organizing group	More community residents with bridging skills	Participants apply new learning, change their individual behaviors
Racially diverse dialogues	Civic engagement increases	Action plans produce results
Action plans theoretically sound	Multi-racial dialogue to action becomes "business as usual"	Positive changes spreading
Communication framed per recent research	Community redefines itself – tells a different story about who it is	Those on the downside of the disparities agree progress is being made
Actions plans produce results		"Race" not as good a predictor (statistically) on the issue being addressed

CCRE EXAMPLE

Goal: Safety   **CCRE Contribution: Community Policing**

Process quality	480 people (65% White, 35% POC) complete racial equity dialogues, which embody best practices.	Action team: put in place community policing, based on research
Every voice valued	Attendance at the town budget meeting in 2008 is 30% higher than in 2007	Dialogue to action process used to decide where to locate a transfer station
Racial Equity	15 police are trained in community policing; a station is established near a high school; funds for expansion are approved in the 2008/9 town budget	16 Black, 14 Latino & 4 White teens detained for loitering near a high school in the 2007/8 school year; in 2009/10, 8 Black, 7 Latino & White teens detained

QUESTIONS

CCRE participant:

There is one finding that stands out to me, which I'll call that 'white people problem.' Diverse people get together to, arguably, learn about and begin to undo white privilege. A major outcome is that whites overwhelmingly feel they have found deliverance, but people of color are more skeptical. This skepticism undermines the validity of the white optimism. This feels a little dangerous: the key white people, who have bought into the idea of equity, proclaim progress, which is doubted by their natural allies in the community of color, which would seem to have the potential consequence of broadening the divide between the people who did not come to the table: whites who are comfortable with the perceived advantage of denying or ignoring white privilege, and people of color who don't see any gain in becoming active in community affairs.

Again, I don't have any inkling that you misinterpreted the data, asked the wrong questions, or got a skewed sample. But what I miss in the report is a "next steps/discussion/further research" section. You have the opportunity here to shout out, "We really need to know more about this *to make sure we aren't sabotaging our efforts.*"

Maybe other readers have identified other challenges that you have uncovered that deserve further examination and reflection. I would be glad to add my voice to theirs in encouraging Everyday Democracy and the CCRE communities to *continue to use research as a tool to build strong equitable communities*.

Tom Coakley –evaluation liaison for Stratford, CT, CCRE community and White male.

Organizational Lessons for Everyday Democracy

◆ **Allow coalitions time to build shared knowledge and understanding on racial equity**

◆ **The "Learning Community" established across the sites was well received and helped to ground members in the broader dimension of structural racism**

◆ **Providing evaluation support for community-level change is essential**

Organizational Lessons (cont.)

◆ **Recognize the dual role as funder and learning partner may at times be in conflict with community needs**

◆ **Modeling diversity is important, but not sufficient**

◆ **Both technical assistance and funding matter (!)**

Evaluation Lessons for CAPD

◆ **Committing to racial equity lens is only the start**

◆ **Look for observable differences (outcomes)**

◆ **Think broadly about what civic engagement looks like**

◆ **Don't overpromise**

◆ **Current baseline racial equity and racially specific civic engagement data not generally available**

Resources

Resources

- Akonadi Foundation – www.akonadi.org

- Annie E. Casey Foundation – www.aecf.org

- Aspen Institute Roundtable on Community Change – www.aspeninstitute.org/policy-work/community-change

- Center for Social Inclusion – www.centerforsocialinclusion.org

- *Flipping the Script: White Privilege and Community Building (free download @* www.capd.org)

- Kirwan Institute for the Study of Race and Ethnicity – www.kirwaninstitute.org

- PRE Critical Issues Forum, Volume 3, July 2010, page 34/35

- Racial Equity Impact Assessment Toolkit – www.arc.org

- RacialEquityTools.org - www.racialequitytools.org

- Structural Racism Caucus - www.structuralracism.org

Thank you!