

community engagement spectrum

This community engagement spectrum was adapted with the intention of helping Cradle to Career network members holistically assess the roles, contributions and decision-making power of youth, families and the community across all of their work as they move toward shifting power. Cradle-to-career partnerships may find themselves in multiple stages at once, and can use this spectrum to gain a better understanding of where they are, why that is and what their next steps might look like. For the purposes of this spectrum, **community members** are defined as those who are traditionally left out of decision making that is about them. From the StriveTogether *systems transformation* definition, this means that Black, Indigenous, Latinx and Asian youth and families and those experiencing poverty have formalized roles and/or are central to decision making about how policies get developed, how practices get implemented and how resources are allocated in the community.

Adapted from the International Association for Public Participation by StriveTogether and StriveTogether Cradle to Career Network members, September 2021

	not engaging	informing	consulting	involving	collaborating	shifting power
What intention looks like within a cradle-to-career partnership	Youth and families do not have access to decision-making processes; partnership has not committed to specific actions, strategies or tactics for engagement	Youth and families receive relevant information in ways that are most accessible for all members of the group, but do not have influence in what is shared or how	Youth and families are asked to provide input and perspectives, which are considered by the partnership	Youth and family needs and perspectives are clearly integrated into partnership processes and inform planning/implementation of strategies; the partnership shares how their input influences decision making	Youth and families have clearly defined leadership roles and share decision making with other members of the partnership	Youth and families drive the work of the partnership through their decision making; the partnership relinquishes control and defers to youth and family wisdom and leadership
What execution looks like within a cradle-to-career partnership <i>(note each column builds on the previous stage; items are repeated or iterated on as partnerships progress)</i>	<ul style="list-style-type: none"> ❑ Closed door meetings ❑ Absence of reporting out to community through publications or any accountability measures 	<ul style="list-style-type: none"> ❑ Newsletters in languages relevant to youth and families ❑ Open houses/information sessions ❑ Fact sheets ❑ Public reports ❑ Up-to-date website ❑ Social media posts ❑ Billboards and/or videos 	<ul style="list-style-type: none"> ❑ Information collection via surveys, listening sessions, town halls, focus groups and one-on-one meetings ❑ Activities are scheduled at times that work for youth and families and they receive fair compensation for their time/expertise ❑ Consideration of representational demographics 	<ul style="list-style-type: none"> ❑ Advisory councils ❑ <i>Brave Space</i> and accessible environments ❑ Decisions are rooted in community perspectives and lived experience ❑ Following up on how perspective and lived experience were incorporated into processes, planning and implementation 	<ul style="list-style-type: none"> ❑ Memorandums of understanding with community-based organizations ❑ Co-development and implementation of solutions ❑ Collaborative design and facilitation of meetings ❑ Skill building related to reflective listening, perspective-taking, and cultural competency for non-youth/family partners/organizational staff 	<ul style="list-style-type: none"> ❑ Youth- and family-driven planning and governance ❑ Youth and families make decisions related to shifts in policies, practices, resources and power structures ❑ Youth and families define the agenda of the partnership and the direction of the work
Who is making the decisions and how are time and resources being spent? <i>(approximate estimates)</i>	100% decision making by partnership's board and senior leadership	70-90% decision making by partnership's board and senior leadership 10-30% promotions and publicity	60-80% decision making by partnership's board and senior leadership 20-40% consultation of community and community-driven partners	50-60% decision making by partnership's board and senior leadership 40-50% involvement of community and community-driven partners	50-70% decision making by community and community-driven partners 30-50% decision making by partnership's board and senior leadership	80-90% decision making by community and community-driven partners 10-20% decision making by partnership's board and senior leadership