



## What Type of Community Is Your Organization Creating?

A Self Assessment of How Well Your Organization  
Is Promoting Community Engagement and  
Creating Social Capital

## Organizational Readiness

Organizations that are the most successful in supporting individuals in the community have the organization community connections, systems, resources, and organizational knowledge in place. Staff at these organizations understand the core values, and know that all of these activities are focused on the overall goal of providing people with the opportunities to get connected to his or her community.

In our work, we have identified 6 key domains for change that organizations should consider when examining their organizations commitment to building an inclusive community. These domains include:

1. Values
2. Leadership
3. Organizational Social Capital
4. Monitoring & Evaluation
5. Advocacy
6. Programs

# What Type of Community Is Your Organization Creating

		Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)
Programs	All of our programs take place in typical community setting (i.e. a non-segregated environment)					
	The people that we support are able to direct how their funding is spent?					
	My organization successfully supports people to participate in inclusive social and recreational activities in the community.					
	My organization successfully supports people with opportunities to become meaningfully engaged in the community in valued social roles.					
	Our organization's personal planning process includes goals and objectives related to community engagement.					
Social Capital	Our facility is available to outside groups for use					
	Our organization has strong partnerships in our community.					
	We have strong partnerships with other health and human service organizations.					
	We have strong partnerships with the local business community.					
	We have strong partnerships with local social and recreational groups.					
	Our organization actively works to raise our profile in the community.					
Leadership	Our Board of Directors understands the importance of social capital on the lives of the men and women our agency supports					
	We have adequate training opportunities for our Board of Directors to understand our values and mission.					
	The Board of Directors helps our organization build relationships in the community.					

	Our Board of Directors understands the importance of community engagement for the people with disabilities that our organization supports.					
	Our Board of Directors promotes the importance of community engagement for the people with disabilities that our organization supports.					
	People with disabilities or family members of people with disabilities serve on our Board of Directors.					
	Senior Management understands the importance of social capital on the lives of the men and women our agency supports					
	We have adequate training opportunities for our Senior Management to understand our values and mission.					
	Senior Management understand the importance of community engagement for the people with disabilities that our organization supports.					
	Senior Management promote the importance of community engagement for the people with disabilities that our organization supports.					
	People with disabilities serve in Senior Management positions.					
Values	Our organization has a set of values that guide our work.					
	Community engagement is one of our organizational values.					
	Inclusion is one of our organizational values.					
	We have a process to educate the community about our values and mission.					
	Leaders in this community who are not part of our organization know what our mission and values are.					
	We provide training for staff on community engagement strategies.					
	We require ongoing professional development for our direct care staff.					
	Staff have a clear understanding of their roles and responsibilities regarding community engagement.					

Monitoring & Evaluation	We have organizational goals related to community engagement.					
	Our organization has a process to effectively track community engagement related outcomes.					
	Our organization has been successful meeting our goals related to community engagement.					
	Our organization has dedicated program evaluation and monitoring staff.					
Advocacy	Our organization conducts disability awareness trainings for outside groups.					
	Our disability awareness trainings include the importance of community engagement.					
	Our organization supports people with disabilities to self-advocate for change.					
	Our organization has a formal advocacy program.					
	Our organization provides technical assistance to the community on issues related to inclusion and accessibility.					

### Scoring

Add up your score, the values are listed in the top column.

0-150

#### **Sheltered Living Model**

Your Programs and organization is generally separated and offset from the general community. This model deprives people with disabilities the right of experiencing and being a part of the community. It also deprives the community the gifts and talents people with disabilities have to offer the community.

151-249

#### **Independent Living Model**

You are off to a great start. Your organization is connected to the outside community. Now that you are in the community, your goals should shift focus to helping people develop their social capital by getting engaged and involved in the community.

250+

#### **Interdependence Model**

Great work. Your organization has not only the right values, but you r staff, Board of Directors and senior leaders all understand and buy in to your mission and philosophy of promoting community engagement and relationship building. As a result, the people supported by your organization are engaging in organic friendships based on shared interests and passions.