

**Zone Blitz Civic Engagement Action Team
Plan Proposal Draft
9/13/2015**

During our first team meeting we discussed and answered three questions. These are listed in the first section below. As a result of the discussions, four Guiding Principles to Engagement with Zone 1 surfaced. These are listed in section 2. Finally, section 3 is a proposed action plan by which we are able to get started.

Please review these three sections and provide any feedback you feel will be helpful by Monday 9/21/15 at 5:00pm.

Mike and I will finalize the Civic Engagement Team Plan from this draft and further input. The key items will be presented, as requested, at the Wednesday 9/23/15 Zone Blitz full team meeting.

CE Team Meeting Exercise Questions and Answers

- 1) What are the characteristics of a healthy neighborhood?
 - Strong Network of Relationships
 - Mentorship
 - Working Together/Having a Sense of Belonging/Feeling Part of Community
 - Active/Shared Responsibility
 - Safe
 - Have Access to Resources
 - Health of Physical Neighborhood/Social Organization/Infrastructure
 - Shared Long-Term Goals
- 2) What is it that people in poverty really need?
 - A Network of Supportive Relationships
 - Empowerment through Collaboration
 - A Sense of Hope and Opportunity for Success
 - Personal Responsibility
 - To Be Visible/Feel Valued/Have a Sense of Purpose/Empathy from Better-Off Neighbors and Broader Community
 - Access to Resources and Opportunities (Social, Human, Financial)
 - Economic Mobility/A Path to a Job with a Livable Wage
 - Common Language Regarding Poverty in the Community
 - Access to Affordable/Free Healthcare
 - Legal Forgiveness
- 3) What are some guiding principles about engaging with our Zone 1 neighbors that will help us arrive at questions 1 and 2?
 - Avoid Assumption that We Know What's Best/Listen and Learn from Under-Resourced Neighbors/Do Not Be Paternalistic
 - Collaboration Between Zone 1 Outsiders and Insiders/Working Together/Neighbors Helping Neighbors

- Identify and Engage Key Leadership from Within Zone 1 and the Broader Community
- Understand this is a Long Term Commitment
- Our role is to come alongside insiders in the neighborhood.
- Whenever possible our help should be in a way that maximizes relationship building amongst neighborhood insiders.
- Be Transparent, Open, and Honest
- Identify Potential for Early Successes that Will Lead to More Successes
- Be Action Oriented and Expect to Have to Do Something
- Build Relationships With Zone 1 Leadership
- Respect Everyone Equally
- Provide Zone 1 Leaders with Opportunities to Lead
- We are Part of a Team so We Must Work Together

Guiding Principles for Engagement in Zone 1

- 1) Assumption: We Want the People of Zone 1 and the City to Thrive
 - Key words: Grow, Develop, Flourish, Prosper, Succeed, Healthy, Successful
 - This means engaging and communicating with people in every zone
 - For a period of time, without excluding other zones, we will learn empowering ways to come alongside our neighbors in Zone 1
 - This is NOT “us” trying to help “them.” “We” are all in this together and all of us will benefit as we each are trying to help our neighbors thrive
- 2) EVERY Person Has Value and Abilities
 - We will treat our neighbors with respect and make room for their abilities in all we do
 - We will constantly be looking and listening for the gifts and strengths of others to empower them to thrive and, in turn, help their neighbors
 - We will work together to identify and reduce the obstacles that prevent people from reaching their potential
- 3) Relationships Are Key
 - We will work towards building healthy relationships through every means possible
 - We will work to build trust and mutual respect within our team and with our Zone 1 neighbors
 - We will focus on ways that help build relationships, trust, and respect between and among those in each Zone 1 neighborhood
 - We will work with our Zone 1 neighbors on things that are important to them
 - We will not presume we know what is best for our Zone 1 neighbors
 - We will ask questions and listen (effective communication) to what is important to our Zone 1 neighbors
 - We will work in collaboration to find ways that Zone 1 neighborhoods can thrive

- We will not go into neighborhoods and do things FOR our Zone 1 neighbors We will work WITH our Zone 1 neighbors
- 4) Sustainability is Also Important
- Thriving neighborhoods are a result of increasingly thriving neighbors within those neighborhoods so we will develop strategies , establish a process, and identify resources to come alongside neighborhood leaders to help people personally and collectively thrive.
 - We will look for ways to help build capacity amongst existing and future leaders within each neighborhood in Zone 1.

Proposed Plan for First Phase

To see increased sustainable thriving in Zone 1 we believe that the process is as important as the destination. So we will journey together with our neighbors in Zone 1 both in conversation and working together. The following is a proposed phase 1 action plan.

- 1) Charge/Role of Civic Engagement Team Members
 - Be willing to contribute resources, including but not limited to volunteering time, to increase civic engagement in Zone 1
 - Be willing to speak out on behalf of the under-resourced and the value of this work
 - Make a genuine effort to attend meetings and events and be prepared to share ideas
 - Focus on serving as a catalyst/facilitator of Zone 1 civic engagement
 - Help to identify and remove obstacles to Zone 1 civic engagement
- 2) Getting Started
 - Identify potential leaders, partners, and assets in Zone 1.
 - Neighborhood Associations
 - Churches and Faith-Based Organizations
 - Various Organizations as well as individuals who are active in caring in their neighborhood.
 - School principals and staff
 - City Council
 - Community Gardens and Other Project-Oriented Groups
- 3) Engage Zone 1 Using a Two Step Approach
 - Meet with key faith leaders separately (remove obstacles related to religiosity/avoid conflict over different religious beliefs and focus on faith and love)
 - Russ will be meeting with the faith community located in at-risk neighborhoods in mid October and is willing to incorporate this initial discussion into his meeting.
 - Plan and host a meeting with Zone 1 leadership and the CE team to facilitate a similar joint exercise to begin the process of working together.

- This meeting should be scheduled after the October 8 community summit on poverty in Springfield