

Sharing Power with Communities Toolkit: Ready to Launch

The resources offered in this toolkit are designed to guide nonprofit organizations, foundations, and folks working in the social sector in their pursuit of sharing power and resources with the communities they seek to serve. Toolkit resources include practical tips and guides for making the case along with facilitation guides and models for getting started.

Potential Selection Criteria

When creating a team of community members, it's important to consider both the qualities that each team member can bring AND whether the group as a whole offers the range of perspectives and experience needed to inform your work. While a small group of people won't fully represent every aspect of the community, intentional recruiting and selection can ensure that a diverse range of perspectives are present. This template offers potential criteria for selecting a team of community members.

For Individuals

- Level of **enthusiasm** / commitment to the work
- **Connection to their community** (to be able to share the perspective or gather additional input)
- **Lived experience** of the issue at hand
- **Availability** and time to fulfill the role

Across the whole group

- **Mix of identifies:** racial, ethnicity, gender immigration status, ability, language, culture representative of those the organization serves
- **Mix of lived experience** connected to the issues that the group will address
- **Representation from the geographies** the organization serves

Tips for Interviews and Selection

- Keep it **short and conversational** (3-4 questions, 20 minutes)
- Think about **orienting them to the work** vs. "a job interview" - Share information, invite questions, etc.
- Get their **availability** for the meeting times you are considering to make scheduling easier.
- **Communicate promptly** to everyone about whether they have been selected or not.