

CITYWIDE LEADERSHIP TRAINING AND DEVELOPMENT PROGRAM PROPOSAL

Office of Neighborhood Involvement, Neighborhood Resource Center

April 7, 2011

DRAFT for ONI Bureau Advisory Committee consideration

Challenge/Opportunity: Portland's community members are the most important resource for the establishment of a strong community/government partnership culture and system. We need to invest in our community members and help them build the skills and confidence they need to be effective. We need to build this capacity across all of Portland's communities. Everyone in Portland deserves to have the skills to participate, organize with others, identify their interests and priorities, take action, and have a meaningful impact.

Who needs trainings and leadership development?: DCL community members and leaders, neighborhood association and district coalition activists and leaders, members of the disability community, elders, youth, and the general public—especially people new to engagement. Staff members of the district coalitions, DCL partners, and our other partner organizations also want training to develop their professional skills. City staff members have similar needs for training on how to work effectively with community members. Integrating and combining training across different organizations can help build greater awareness and stronger working relationships.

Broad training need areas:

- community organizing and advocacy skills
- how to lead and run effective community organizations and work with community members
- how city government works and involvement opportunities in Portland

Current Situation: Training efforts currently are fragmented, intermittent, and not coordinated across different organizations. ONI staff used to do a lot of trainings—less now; neighborhood coalitions do some; DCL partners provide regular, well designed training, other ONI programs/partners also provide training (e.g. Resolution NW, Crime Prevention, Disability Program, Elders in Action), many other community organizations do as well (e.g. City Repair, Our United Villages, 1000 Friends of Oregon, Second Stories, etc.)

Recent Efforts: Development of a citywide, ongoing leadership training program has been proposed in the past. Recently, ONI contracted with Steve Johnson to explore creating a "Citizen's Academy." Over the past year, a workgroup of neighborhood coalition staff developed a proposal for consistent, ongoing series of training opportunities for neighborhood leaders and community members.

Proposed Program Functions/Tasks:

- Strategic Planning/Program coordination
- Curriculum/Materials Development

- Web content and site development (to make training materials (text and video) available on-line, e.g. on the ONI website)
- Training event publicity and registration
- Event logistics—reserve facilities, materials, food/drink, etc.)
- Training delivery
- Evaluation
- Best practices research (local and other communities around the country)

Possible Delivery Model:

- 1 FTE at ONI to provide program coordination, planning and evaluation, and
- Additional program funding to support curriculum development and training activities by community partners (e.g. DCL, neighborhood District Coalitions, Resolutions NW, Disability Program/Portland Commission on Disability, Elders in Action, as well as to support collaborations with community groups) and ONI.