

Elements of An Effective Working Community

Trust

There is mutual trust among all members of a Working Community. This trust is given freely by all members, and continually reinforced through consistent positive behaviors on behalf of each individual community member. As a foundation of the Working Community, members work toward nurturing and building an ethic of care for one another. This means everyone lets go of ego, and values being kind over being right and sharing positive and constructive feedback.

Respect

Effective Working Communities thrive on mutual respect and hold each other in high positive regard. They see each other's individual talents as valuable and complementary to the greater whole of the community. More important, they see each other as individuals deserving dignity, love and high esteem.

Understanding

Sharing a common vision and striving towards clarity is an essential element of Working Communities. Process and outcome are equally valued and community members realize that mutual understanding is a necessary conduit for accomplishing the community's goals. Members freely engage in honest and upfront dialogue as a means of establishing mutual understanding.

Integrity

Effective Working Communities hold each other accountable, both individually and collectively. They realize their personal thoughts; feelings and behaviors can have a measurable impact on the group. Members are open to feedback and continually seek support from each other, realizing that who they are and what they do is a reflection of the community.

Safety

What happens within the group impacts outcomes from the group. Effective Working Communities know that harmony, constructive discontent, love and forgiveness are necessary components of the group's life cycle and see it as means of connecting all members to one another. Safety allows this process to flow freely without fear or threat of harm from fellow members. When this safe space is established, members can grow and develop as a result of being a part of a collective whole.

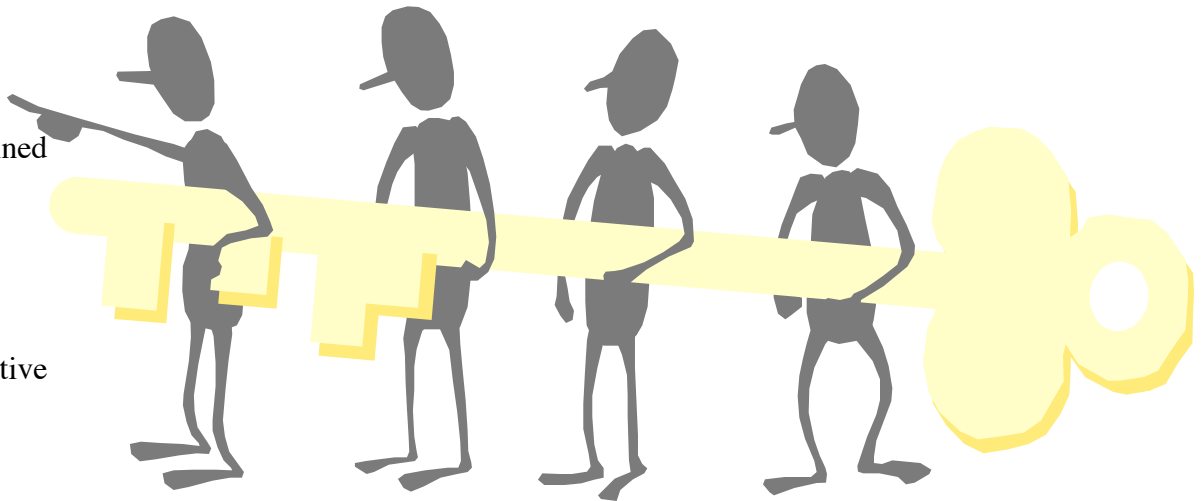
Exploring and Implementing Boyer's Six Components of Community

According to Charles Boyer, all communities must embrace the six components listed below.

- Purposeful – Communities are intentional in their actions and have a shared vision.
- Open – Communities welcome all of its participants and makes them feel included.
- Disciplined – Communities follow shared guidelines and norms for everyone's well being.
- Caring – Communities give support and nurturance to its members.
- Celebrative – Communities rejoice individual and collective successes and accomplishments.
- Just – Communities are based on mutually accepted standards of fairness and equality.

What ways can create these community standards in your community?

- Purposeful
- Open
- Disciplined
- Caring
- Celebrative
- Just



Create A Time Line of the Year – What will the year look like in your community?

August/September

January

October

February

November

March

December

April/May

Ways You Can Be An Ally



1. **Defend The Absent or Silent** – Confront offensive and negative jokes, comments and assumptions.
2. **Use Your Power For Good** – Work on challenging the ideas of members in our dominant group.
3. **Change Your Assumptions** – Make your decisions from a different frame of reference
4. **Be A Minority**– Put yourself in situations where you are the minority, where most people do not look like you or have the same sexual orientation as you.
5. **Ask Questions** – Try to learn what you can do to help groups different from your own – engage directly with those groups.
6. **Be Comfortable Being Uncomfortable** – Learn that being an ally will sometimes make you feel uncomfortable – and that’s just fine!
7. **Change Your Eyes** – See and experience the world from someone else’s perspective.
8. **Be Kind Before Right** – Instead of trying to do the “right thing” from your perspective, try to be kind from someone else’s.
9. **Challenge The System** – Speak out against systems that promote injustice by not serving the needs of everyone.
10. **Don’t Stop!** – Realize that being an ally is more than just a 9-5 job, but a way of being, all the time.



Understanding ISPPs

Ignorance:

- The condition of being uneducated, unaware, or uninformed

Stereotype:

- A conventional, formulaic, and oversimplified conception

Prejudice:

- The act or state of holding unreasonable preconceived judgments or convictions.
- Irrational suspicion or hatred of a particular group, race, or religion.
- Detriment or injury caused to a person by the preconceived, unfavorable conviction of another or others.

Privilege:

- A special advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual, class, or caste.
- Such an advantage, immunity, or right held as a prerogative of status or rank, and exercised to the exclusion or detriment of others.

Understanding the Four “A’s”

Awareness of Others

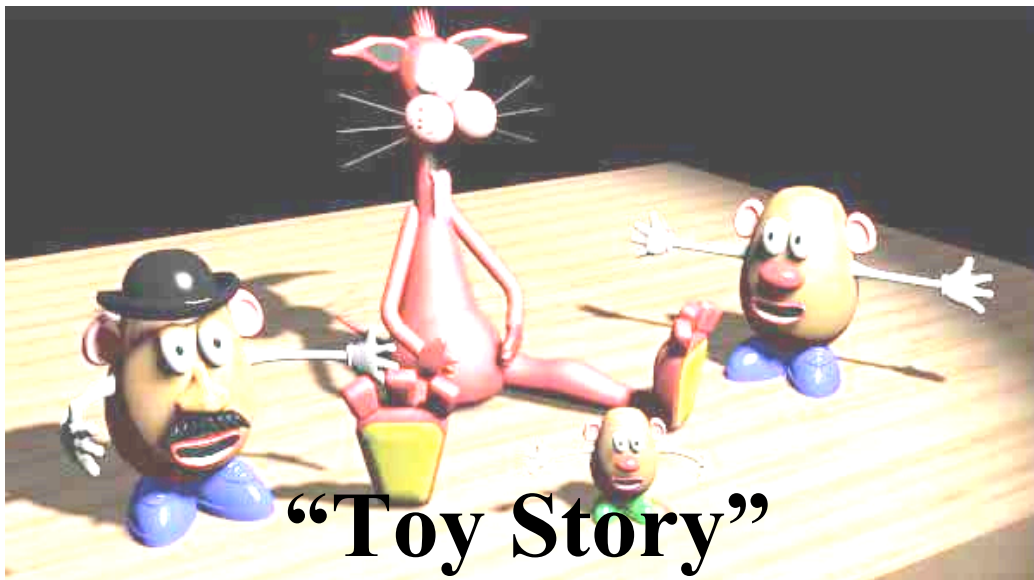
Appreciating Others

Accepting Others

Advocating for Others

Cabrini College Residence Life

Looking Inside the Toy Box Finding your Leadership Style



“Toy Story” Building Your Community

Sunday, August 17, 2003

Tom Segar-Educational Consultant