

Understanding and Improving Capacity within Diverse Community Contexts and Organizations

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W e l c o m e

A 3D illustration of the word "welcome" spelled out using seven colorful rectangular cards, each pinned with a pushpin. The cards are arranged in a slightly staggered, horizontal line. The colors of the cards are orange, white, light blue, white, teal, teal, and orange. The letters are in various colors: 'W' is white on an orange card, 'e' is orange on a white card, 'l' is blue on a light blue card, 'c' is black on a white card, 'o' is green on a teal card, 'm' is black on a teal card, and 'e' is white on an orange card. The pushpins are also colorful: white, orange, blue, black, green, white, and white. The entire scene is set against a plain white background.

Goals of this Session:

- Identify and explain capacity in the context of community recreation.
- Identify common capacity issues in community recreation, particularly in diverse contexts and organizations.
- Discuss (your) case study examples.
- Identify and produce resources which are useful for communities and/or organizations.

Capacity



Capacity

- A static or dynamic resource involving people, organizations, and governments
- Collective work to secure, mobilize, or enhance resources
- Attempts to achieve goals and/or solve problems



**How Communities
“Get Things Done”**

Building or Enhancing

- Focusing on the positives:
 - Identify assets and strengths within communities and organizations
 - Leverage them to access, mobilize, or enhance others.



**Community
Capacity**



**Organizational
Capacity**



Dimensions of Community Capacity

- Physical & Economical Assets
- Civic Participation
- Dispositions
- Skills & Knowledge
- Leadership
- Networks

Physical & Economic Resources

- Important part of any community project or program
- Can be built or natural



Skills & Knowledge

- Having the “know how” and ability to manage your resources.
- Can be accessed formally (e.g., through education) or informally
- For example
 - Critical thinking, problem solving, planning, conflict management, grant writing, project management, etc.

Leadership

- The idea that some (individuals or organizations) will assume different roles than others.
- Can be formal (e.g., president of an association) or informal (stepping up in a time of need).
- Often involves:
 - Organizing, communicating, delegating, finding/mobilizing resources, coordinating community efforts, etc.

Civic Participation

- Involvement and passion of community members
- Allows for the recognition of diverse perspectives and resources that exist within communities.
- Can promote empowerment and ownership, sustainability and success of programs, community learning, etc.



Networks

- Webs of relationships through which people connect.
- Can be social or organizational and formal or informal.
- Allows for:
 - Sharing of information and resources, support structures, mechanisms of communication and knowledge transfer, etc.

Dispositions

- Emotional and psychological aspects
- The attitudes of community members and organizations
- Involves attitudes/feelings such as:
 - Togetherness, reciprocity, trustworthiness of relationships, sense of community, inclusion, tolerance, etc.



Diversity of Experiences

- Community Contexts
 - Size, population (density), metro-adjacency, population demographics, economic influences, natural resources, political climate, etc.





Case Study Activity

Our Example: 250 clark



Capacity Case Study

Context	Dimensions	Strategy	Outcome	Links
<ul style="list-style-type: none"> -Amalgamation of three former jurisdictions -Bedroom or commuter population -Surplus of (aging) facilities 	<p>Primary: Physical and Economical Resources</p> <p>Secondary: Skills and knowledge, leadership, dispositions</p>	<p>Centralize services into one “community hub”</p>	<ul style="list-style-type: none"> -Increased usership -Closure and sale of two former facilities -Diversification of programs and services -Improved attitudes and sense of community. 	<p>http://www.250clark.ca</p>

Your Examples:

- Each table has been assigned a dimension of capacity to discuss
- Within your groups:
 - Take 5 minutes to introduce yourself and where you are coming from.
 - Brainstorm examples from your own experience (or hypotheticals) that are implicated in your dimension of community capacity.

Your Examples:

- Select one of your most interesting examples.
- Using the worksheet provided, have a guided discussion about the example, including:
 - The contextual factors that influenced the example
 - The other dimensions of capacity which were/could have been implicated
 - Strategies that were undertaken
 - The outcomes (good or bad)

Context	Dimensions	Strategy	Outcome	Links
<p>-Factors that influence perceptions and experiences in the community</p> <p>-Demographic, geographic, social, political, etc</p> <p>-Resources that are/aren't available from support structures</p>	<p>Other dimensions of capacity which are implicated in your example.</p>	<p>What was intentionally undertaken?</p> <p>By Who?</p> <p>How did it happen/unfold?</p>	<p>-What were the outcomes?</p> <p>-Intended and unintended</p> <p>How (if at all) was it evaluated?</p>	<p>-Is info. about the example available online?</p> <p>-Resources that were used in the process</p> <p>-Contact info (you or otherwise) for more info.</p>

**Your
Examples:**





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