

# GOVERNANCE

## Phase III: Evolving Governance



### Activity 20: Developing a Plan to Expand Community Participation in Governance

#### Goals

1. Develop a plan to expand community participation in governance

#### Prerequisites

[Activity: Who Is Your Community?](#)

[Activity: Succession Planning](#)

#### Who Should Participate?

Current Governance participants; Community representatives

#### Length

60-90 minutes

#### Pre-work

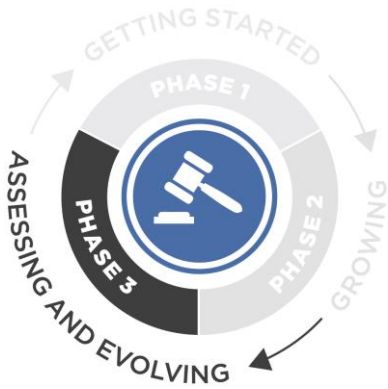
1. Select a few of the high-priority skills identified during the Succession Planning activity.
2. Group breaks into sub-groups with 2-3 representatives each
3. Each subgroup picks a skill to evaluate using the questionnaire on page 2
4. Submit the initial review to the larger group in advance so there is time to absorb ahead of the meeting

#### Activity instructions

1. As a group, review the questions below for 2-3 of the skills
2. Reach agreement on conclusion
3. Create action plan based on conclusion
4. Identify who will take on which of the specific tasks are outlined in the plan (e.g., draft communication, recruit new members, etc.)

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Activity adapted from <https://www.everyday-democracy.org/tips/how-recruit-dialogue-participants>



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#### Questionnaire

1. How many people do we want to recruit to bring about the improved skills coverage we are looking for?
2. What roles do those people currently hold at their home organizations?
3. Why would people from these groups want to participate? What might keep them from participating?
  - a. Consider results from [Activity: Recognition and Contributions](#) here.
  - b. How do we facilitate equitable representation – consider gender, geographic representation
  - c. Are there ways to alleviate barriers – can work be done remotely, asynchronously? Can the program support travel? Are global time zones a consideration? Can the program support people from a range of time zones?
  - d. Are there ways to support levels of participation – some lighter, smaller building blocks to participation that can provide pathways to longer, deeper participation?
4. What does the invitation to participate look like? How do we explain the roles/responsibilities we're asking someone to take on, and why it's important?
5. What is our outreach strategy?
  - a. In person / personal invitation
  - b. General outreach tools (website, mailing lists)
6. Who will be responsible for reaching out? Provide specific assignments to existing members of governance.
7. How can we use this opportunity to increase the diversity and equity of our governance?