

# COMMUNITY ENGAGEMENT

## Phase II: Establishing Community Engagement Infrastructure



### Activity 16: Identify Skills Gaps - Speedboat

#### Goals

1. Identify gaps in skills represented in community
2. Better understand barriers for participation

#### Prerequisites

None

#### Who Should Participate?

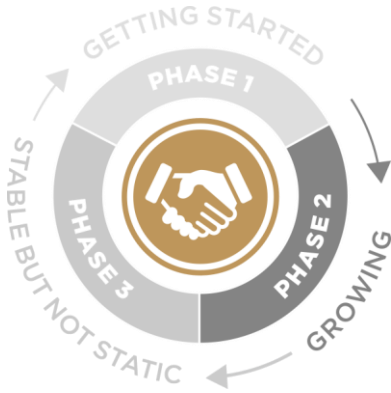
Program staff (operational expertise)

#### Length

60-90 minutes

#### Activity Instructions

1. Identify the experiences and skills the program doesn't currently have to meet its current strategic goals or technical roadmap elements. Examples could include:
  - a. specific programming languages or frameworks
  - b. teaching experience
  - c. content curation for social media
  - d. experience writing documentation
  - e. succession planning
  - f. leading committees or teams
2. Take a sticker vote to prioritize a skill to focus attention on over the next year.
  - In a sticker vote, each participant is assigned a number of stickers - these can be physical stickers in an in-person event or a specified piece of text (e.g. +1) in a virtual environment. Participants place their stickers or text alongside the options they're voting for, according to the parameters of the exercise (e.g. most important, most likely, most interesting, etc.).
3. Use a whiteboard and a speed boat analogy for the prioritized skill. Imagine the skill as a speedboat. What are the "anchors" (blockers, barriers) and what are the "engines" (accelerators)?
  - For example, if the skill is Java expertise
    - Anchors could be: decreased interest in Java among CS students
    - Engines could be: readily available training
4. Discuss how to reduce the anchors and build on engines. Are there ways to motivate and incentivize those with these skills to participate?
5. Brainstorm where/how to find people with the specific skills (either within the community or outside). This is an opportunity to step outside the "usual" channels for finding people.
6. Prioritize specific actions to take and assign responsibilities. You can use a RACI Matrix to do this. Example given below.



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#### RACI Matrix Example

**Key:**

- R: Responsible
- A: Accountable
- C: Consulted
- I: Informed

Task List	Role or Person 1	Role or Person 2	Role or Person 3	Role or Person 4
Task 1	A	R	C	
Task 2	A		R	I
Task 3	AR			I
Task 4	A	R	I	C