Community Development Practice Framework

Neighbourhood House sector's relationship to the International Standards for Community Development Practice

The International Association for Community Development's 'Towards Shared International Standards for Community Development Practice' provides the basis for shared international standards for community development practice.

This document maps the Neighbourhood House Community Development Practice Model to these international standards.

This document was developed in 2018 by Neighbourhood Houses Victoria in collaboration with Sue Birch, RANCH Network.

International Association for Community Development – Towards Shared International Standards for Community Development Practice	NH Community Development Model	NH Sector Principles
THEME: Values into practice Understand the values, processes and outcomes of community development, and apply these to practice in all the other key areas. Community development practitioners working in a range of disciplines should demonstrate that they: a. Understand the values, processes and outcomes of community development within their own context and role. b. Know how to develop themselves as a community development practitioner. c. Know how to support and promote community development within the practice of their own and other organisations	**Involving** the community and encouraging participation and inclusion, and valuing diversity and difference at all levels of NH operation **Identifying** community needs and aspirations **Determining** appropriate community programs, activities and services in response to those needs, ensuring that diversity and difference are valued **Partnering** with community organisations, businesses, government and philanthropic organisations to secure appropriate funding and support **Delivering** quality programs, activities and services **Evaluating** the effectiveness of all aspects of NH operations, including programs, practice and governance	**Community Ownership** **Community Empowerment** **Access and equity** **Lifelong learning** **Inclusion** **Networking** **Advocacy** **Self-help** **Social action**

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THEME: Engaging with communities Understand and engage with communities, building and maintaining relationships with individuals and groups	**1. Involving**	**Community participation:**
Community development practitioners working in a range of disciplines should demonstrate that they: a. Understand the social, political, economic, cultural and environmental factors impacting on local communities, particularly marginalised groups. b. Understand how to get to know a community, identifying assets, needs, informal networks, interests, motivations, power dynamics, barriers to participation and opportunities, and how to make use of research skills in doing this c. Know how to seek out and engage with all sections of the community, listen and communicate effectively in person and through media accessible to them d. Understand, respect and recognise the work, values, capabilities and objectives of groups involving all sections of the community, and build relationships based on mutual trust. e. Know how to work with communities and others to identify opportunities to develop participation and inclusion and how to overcome barriers to these. f. Know how to work with communities towards collective agreement, recognising where there are conflicts of interest and using effective ways of resolving these.	Involving the community and encouraging participation and inclusion, and valuing diversity and difference at all levels of neighbourhood house operation	To recognise that everyone has a valuable contribution to make and to facilitate community members to join in at any level. Volunteers and community members are integral to the decision making, evaluation, provision, participation and direction setting at all levels of the organisation

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THEME: Participatory planning Develop and support collaborative working and community participation	**2. identifying** **3. determining**	**Empowerment:**
Community development practitioners working in a range of disciplines should demonstrate that they know how to: a. Assist communities to understand local, national and global political processes and where power and influence lie. b. Enable communities to understand and utilise both existing research information and the application of research methods in their own setting. c. Initiate and participate in partnership and collaborative working for the empowerment of communities, acknowledging and addressing conflicts of interest. d. Promote relationships between communities, public bodies, non-governmental organisations and other agencies for the empowerment of communities and in pursuit of their interests. e. Influence public bodies and other decision-makers and service providers to build effective and empowering relationships with communities f. Work with communities and agencies to identify needs, opportunities, rights and responsibilities, acknowledging and addressing conflicts of interest g. Break down barriers to community participation and enable community representatives to play active roles in strategic planning, decision making and action.	Identifying community needs and aspirations Determining appropriate community programs, activities and services in response to those needs, ensuring that diversity and difference are valued	To put into practice a process that respects, values and enhances people's ability to have control of their lives. This process encourages people to meet their needs and aspirations in a self-aware and informed way that takes advantage of their skills, experience and potential

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THEME: Organising for change Enable communities to take collective action, increase their influence and if appropriate their ability to access, manage and control resources and services.	**5. Delivering**	**Community ownership:** **Access and equity:** **Social action:**
Community development practitioners working in a range of disciplines should demonstrate that they know how to: a. Enable people to work together, identify what they want to achieve, and develop groups and activities. b. Support communities to organise to bring about positive change. c. Support people to effectively manage and address conflict, within and between communities or community groups. d. Influence decision makers to recognise the potential benefits of collective action by communities and build relationships with them. e. Support communities to engage in participatory budgeting and the management and ownership of land, resources and services. f. Support communities to access resources, funds and technical aid to realise their activities.	Delivering quality programs, activities and services	**Community ownership:** To set, manage and control the direction, resources, decision making and processes of the neighbourhood house or centre in order that local volunteer members have a sense of ownership and intrinsic belonging. **Access and equity:** To ensure fair and equitable access for all people. Striving to make meaningful opportunities, programs, activities and services accessible to individuals, groups and the community. To promote a fairer distribution of economic resources and power between people. **Social action:** To analyse internal and external factors that have an impact on the local community, and to transform relationships between individuals, groups and organisations and within the community through collective action.

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THEME: Learning for change Support people and organisations to learn together and to raise understanding, confidence and the skills needed for social change	**1. Involving**	**Lifelong learning:**
Community development practitioners working in a range of disciplines should demonstrate that they know how to: a. Use people's experiences, knowledge and skills as the starting point of participatory activities and methods for then identifying and meeting learning needs of participants and practitioners. b. Develop learning opportunities and activities to meet expressed needs in dialogue with individuals and groups on the development of their communities. c. Use effective communication skills such as active/ empathetic listening, and written and visual communication, social media, film and print media and ICT – to support collective learning and community action. d. Promote change that reflects the values and aims of community development through community learning. e. Support partnering governmental, non- governmental and private sector organisations to identify the learning needs of their staff in relation to community development.	Involving the community and encouraging participation and inclusion, and valuing diversity and difference at all levels of neighbourhood house operation	To build and support the personal skills, knowledge, abilities and resilience of people. To develop the health, wellbeing and connection of people and their families through formal and informal pathways in education, employment and self-development.

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THEME: Diversity and inclusion Design and deliver practices, policies, structures and programmes that recognise and respect diversity and promote inclusion.	**1. Involving**	**Inclusion:**
Community development practitioners working in a range of disciplines should demonstrate that they: f. Understand how social, political, economic, cultural and environmental factors impact on different sections of the community, particularly marginalised groups. g. Work in inclusive ways across diverse and marginalised communities, ensuring that methods of engagement with communities promote inclusion and respect diversity. h. Know how to support groups to develop the skills and confidence to involve marginalised communities. i. Know how to challenge discrimination by agencies working in communities and by community groups, and support people who are excluded, marginalised or discriminated against to participate fully and actively in activities and groups. j. Know how to demonstrate cultural humility, creating spaces that are safe for people with different world views and perspectives, including indigenous ways of knowing and doing, to participate fully. k. Know how to support agencies and communities to adopt inclusive practices and respect diversity. l. Know how to develop and advocate for socially inclusive policies, programmes and practices	Involving the community and encouraging participation and inclusion, and valuing diversity and difference at all levels of neighbourhood house operation	To value the diverse contributions that people make and to be sensitive to their individual needs

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THEME: Leadership and infrastructure Facilitate and support organisational development and infrastructure for community development, promoting and providing empowering leadership	**4. Partnering**	**Networking:** **Self-help:**
Community development practitioners working in a range of disciplines should demonstrate that they: a. Support groups to review their own practices and policies and external opportunities and threats. b. Support groups to plan for their future sustainability, and to develop strategic and business plans to achieve their aims and objectives. c. Support the development of capacities for accountable and democratic leadership within communities. d. Know how to influence and advise on organisational structures, culture, policies, practices and behaviours to support community development within own and partner organisations. e. Understand the political context and the opportunities, challenges and risks arising from it; and support communities and partners to do so and to decide on strategies in that context. f. Nurture and encourage local community leaders to adopt democratic, participative and inclusive styles of leadership for working with communities and in partnerships that seek to involve communities g. Support and influence organisations to develop work systems that promote effective community development practice.	Partnering with community organisations, businesses, government and philanthropic organisations to secure appropriate funding and support	**Networking:** To link, form alliances, collaborate and work with individuals, groups, other agencies, government and business. **Self-help:** To come together in a supportive group environment to share information, knowledge, skills and life experience in order that each participant can reach their own personal goals.

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THEME: Developing and improving policy and practice Develop, evaluate and inform practice and policy for community development, using participatory evaluation to inform and improve strategic and operational practice.	**6. Evaluating**	**Advocacy:**
Community development practitioners working in a range of disciplines should demonstrate that they know how to: a. Review and evaluate community development activities and practice using participatory methods. b. Support community groups to use monitoring and evaluation to reflect on progress, learn from experience, evidence impact and inform future action. c. Gather and use evidence from own practice and from communities worked with to inform and influence the development of policy and practice. d. Analyse the impact of social, political, economic, cultural and environmental change on community development practice in own context. e. Support practitioners and community groups to use participatory monitoring and evaluation of community development activities to reflect on and develop practice and to demonstrate the achievement of outcomes with communities. f. Assess the evidence from evaluations of community development activities and analysis of the wider social, political, economic and environmental context to inform the development of policy and practice. g. Incorporate critical reflection processes into our work, in order to identify and apply learnings, and continually improve our practice. h. Prepare accountability and evaluation reports for one's agency, funders and other stakeholders, including impact measures.	Evaluating the effectiveness of all aspects of neighbourhood house operations, including programs, practice and governance	**Advocacy:** To act with and on behalf of community members to endeavour that their individual or group needs are met.