

# Community Democracy River

## CLARIFY ROLES AND RESPONSIBILITIES

### **Find the Root Causes**

- Once you have a vision, then you can think about how your community is meeting - or not meeting - that vision. This involves knowing what is working well in your community - your strengths and assets - and what are issues or problems.
- Finding the root cause of your strengths will help you see what you can build from.
- Finding the root cause of your issues will help you find solutions that will actually address the problem head-on.

**River point:** Current – clarifying out roles and responsibilities for coalition members and partners is important to pull any Lever.

### **Strengths:**

- Thinking & Strategy
- Executing & Doing

**Decision-Making Power:** Community

### **Step 1: Move from Vision to Strengths and Problems.**

After you create a shared vision, you can figure out how your community is meeting – or not meeting – that vision. There are many ways to do this. Here's one activity that we like:

- Traffic Lights:
  - Put the shared vision in front of the group.
  - Give everyone a stack of red and green post-it notes.
  - Invite the group to stick the post-its on the vision. (People are welcomed to write notes on their post-its if they wish.)
    - Red = those things in the vision that the community is not doing or things that need to change.
    - Green = those things in the vision that the community is doing or things that need to stick.
  - Debrief as a group:
    - What are those strengths (green) that we see? What does this tell us about strengths we can build from?
    - What are those issues or problems (red) that we see? What does this tell us our top issues are?
  - Decide the top 2-4 strengths or problems the group wants to focus on.

# Community Democracy River

## CLARIFY ROLES AND RESPONSIBILITIES

### Step 2: Find the Root Cause of your Strengths + Problems.

Finding the root causes will help you find those strengths you can build on and the Finding the root cause of your strengths will help you see what you can build from. There are many ways to do this. Here's one activity that we like:

- 5 Why's:
  - o This is a simple way to brainstorm the root causes of a strength or issue. Starting with the initial strength or problem, you ask "why" until you narrow in on key issue that you can focus your efforts and attention on. By repeating the question five times, you get to the heart of the problem and discover a solution. More instructions can be found [here](#).

#### Problem Example:

Problem statement: Young adults move away.

1. Why? There aren't many jobs here for HS or college grads.
2. Why? The jobs that are here don't pay a good salary, are high-stress, or could be unhealthy.
3. Why? Most jobs are in the same four types of industries. These industries seem to not pay great or are unhealthy (they have pollution or deal with chemicals).
4. Why? Healthy and high-paying businesses don't know we are here or don't see us as having the skills for those jobs.
5. Why? Municipal leaders and businesses need to see our kids complete specific training programs to bring in new types of jobs.

**Root Cause:** We need to focus on education and training programs around new industries, and showing municipal leaders what new, healthy, high-paying industries could come here.

Potential Levers: (See [River Page](#) for Lever ideas.)

1. Create and pass a resolution for the municipality to find and fund new training and jobs programs.
2. Find funding to pay for our vision.

#### Strength Example:

Strength statement: Main Park has lots of trees, activities for families, and is right on the river.

1. Why? The city gives almost all of its park budget to maintain Main Park.
2. Why? Local groups and organizations advocate to maintain the park for activities.
3. Why? Local groups and the city want the community to maintain access to the park.
4. Why? The city wants to develop kayak launch and recreation – could bring in funds to the city.
5. Why? Land was preserved for the park – especially land right on the river.

**Root Cause:** Riverfront land was preserved for public access and recreation, which could bring in money for the city.

Potential Levers: (See [River Page](#) for Lever ideas.)

1. Create and pass a pedestrian access ordinance to ensure public access to other riverfront land.
2. Create a City Tree Committee to identify other areas of town to preserve land for public parks – focus on revenue generating ideas.

# Community Democracy River

## CLARIFY ROLES AND RESPONSIBILITIES

**Issue:**

1. Why?

2. Why?

3. Why?

4. Why?

5. Why?



**Root Cause:**

Potential Levers (See [River Page](#) for Lever ideas):