

A Community of Practice for CD Practitioners

'a group of people who share a concern or a passion for something they do, who come together to learn how to do it better through regular interaction'

We come together as CD Practitioners to:

Explore Practice Dilemmas

Share Successes, Share what works!

Unpack and articulate community development practice and theory

through:

Facilitated conversations, guest speakers, case studies, articles and other cool resources

Shared Agreements



- Hold a space where people can feel safe, be vulnerable
- Respecting people's humanity
- Listening without interruptions
- Non-judgemental about people's practice - contributing to opportunities for reflection, learning and growth
- Be actively inclusive of diverse voices
- Recognising and acknowledging people coming from different experiences, professional roles and communication styles
- Spectrum of formal community development training – the difference between formal training and 'practice wisdom'
- Being open to diversity, where people are at – no one is the expert- all continually learning
- Power imbalances- come stripped away from roles & organisations – we are all CD workers
- Confidentiality – personal stuff shared in the room, stays in the room
- Whilst using examples of practice – be mindful of issues around confidentiality and privacy
- Respecting intellectual property
- **Shared ownership amongst the network**
- **Peer learning – a “community” of learners, practitioners**
- **Focus on the idea/issue/practice not the person**
- **Any grievances –be open to feedback – in the first instance listening, owning behaviour/feelings**

Developing a shared understanding of CD



Underpinned by Values, Principles (the “Why” is important – CD is more than just techniques):

- Community focus, relational, collective, Strengths approach, valuing the local, understanding and embracing diversity & complexity
- How power is shared, used – “power with”, mutual respect- mutual interest
- Human rights, social and ecological justice, participatory democracy
- Addressing inequality through equity, justice, rights approach
- Intersectionality – and how power plays out
- Self determination, community-determined, community voice, people are experts in their own lived experience
- Participation, Diversity
- Holistic approach, sustainable, long term includes the planet/place
- Critical and reflective thinking

These shape processes, goals, actions, how we choose to live:

- Organic & dynamic, collaborative, empowering
- Changing systems/ structures, advocacy, challenging the status quo
- Advocacy within own organisation as well as challenging external systems/institutions
- Challenging discourses, perceptions, community stereotypes
- “Quality of life” (inc planet)- wellbeing, inclusion, social justice
- Educative role – sharing practice through a collaborative approach, Open to learning, being curious
- We don’t buy in to being “the expert”, able to hold uncertainty and not knowing, we connect, listen and facilitate
- Awareness of (and challenging) Unconscious bias, Privilege - challenging the dominant ways of being- not just from a Western perspective
- CD is an Approach/Framework for practice, an academic discipline

Signposts for practice

