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# Compare & contrast - community interactions

Designing for equity & engagement through community interactions

## POP

- **Purpose:** To identify and improve community interactions within your organization and community.
- **Outcomes:** Ensuring equitable outcomes for current interactions and developing new interactions with equitable value exchanges.
- **Process:** Where am I now? → Where do I want it to be? → Review with mentor → Share via Gitter, next cohort call

## Prompt

### Where am I now?

<b>What kinds of community interactions exist in my organization's internal culture and external community?</b>	<b>What kinds of value exchanges go with these interactions? Do I think they are equitable?</b>
<i>Example:</i> We frequently <b>solicit ideas</b> from people inside the organization about how to improve meetings.	<i>Example:</i> We don't <b>recognize</b> the people whose ideas we use and we don't explain our decision-making when we do change meeting structures. This doesn't seem equitable to me.
Members strike me as demotivated, tired and overwhelmed, and perceiving this community as a means to receive information. In my first attempts, only 2-3 people out of 200 replied.	Members are not really connected to one another.

## Where do I want it to be?

<b>What kinds of community interactions would I like to have in my organization's internal culture and external community?</b>	<b>What kind of equitable value exchanges would I like my organization to offer as part of these interactions?</b>
<p><i>Example:</i> We should make time during each meeting for a new voice to try something new, like giving thanks or reporting out on a project that's below most people's radars. That way we could <b>solicit ideas</b> about our meeting structures and <b>co-create</b> parts of their agendas together.</p>	<p><i>Example:</i> We could recognize these new speakers in the agendas we send out before meetings and make sure that we rotate through all staff and invite everyone to suggest something to try. We could also share some of our decision-making about why we'd like to try their ideas in the same emails. This would help us <b>recognize</b> people who contribute new ideas and <b>share information</b> more openly among staff.</p>
<p>A biweekly informal meet up must be organized where people can feel free to pass by and chat (for anything).</p>	<p>I would like for everyone within the community to have a voice. I would like members to feel the ease to reach out for support and interaction whenever they feel like it. Like that, I believe that an active and participatory community can be built.</p>