

**COMMUNITY ORGANIZER TRAINING INSTITUTE  
PILOT INITIATIVE  
SCHEDULE AND CLASS SUMMARY – Fall 2001**

**1**

**Organizing 101- Program Overview and Introduction to Community Organizing**  
Tuesday, November 20, 2001 – 9:00 a.m. – 4:30 p.m. – Stony Run Center – 5516 N. Charles St.

Community organizing is a tool used to help communities increase the quality of life of residents by identifying common issues and mobilizing residents around those issues. Change is the most significant outcome in any type of organizing philosophy with processes that involve a variety of approaches and methods. This class will introduce participants to community organizing; its usefulness as a tool to support the revitalization of urban neighborhoods; and its contributions to the social fabric, physical development and political environment in communities by providing a historical perspective and a foundation for community organizing and the elements that are in place to support it.

**2**

**Building Community and Building Leadership: The Role of the Community Organizer**  
Tuesday, December 4, 2001 – 9:30 a.m. – 4:30 p.m. – The Anvil Center

The National Community Builders Network defines community building as "an approach to improving conditions, expanding opportunities and sustaining positive change within communities by developing, enhancing and sustaining the relationships and social networks of those who make up the community." Community organizers are catalysts for such a process and can help initiate the community building process by working with a core group of residents who are ready to take the lead. This session will educate participants on core principles of community building and will help them identify and build off the leadership potential of others.

**3**

**The Role of Community Organizing in the CDC Context**  
Tuesday, December 11, 2001 – 9:30 a.m. – 4:30 p.m. – BNC – 2 East Read Street – 8<sup>th</sup> Floor

Community Development Corporations are nonprofit organizations, contained to a specific geographic area, that create development opportunities for communities that have experienced disinvestments in residential areas within neighborhoods. Are there ways in which CDC's can develop a holistic approach to disinvestments that include community organizing as a strategy? This session will introduce the role of CDC's in communities and offer suggestions for CDC models that include community participation and community organizing as a core strategy in community development.

**4**

**Building Power and Working in Power Relationships**  
Date and Location TBA

Types of power vary and take different forms in community development. There are power dynamics that occur internally at the neighborhood level and the external influences that impact neighborhood change and transformation, particularly in low-income communities, and external influences that perpetuate the "powerlessness" of these communities. This session will explore power dynamics in community development and organizing and the role an organizer can have in fostering self-help approaches for communities and people as they develop sense of their own power.

## 5

### **Addressing Issues of Diversity in Urban Communities** **Date and Location TBA**

Addressing issues of diversity in neighborhoods where tensions related to difference exist is a necessary measure to truly build a community that acknowledges, supports, and encourages participation of all community members. Is there a role for the organizer in dismantling norms and attitudes that impact the appreciation of difference? What is the process and what is the risk? This session will work with participants to reflect and self assess their own diversity lens and their role as organizers in breaking down marginal practices related to race, age, gender, and class difference.

## 6

### **The Organizing Process – Part 1: Engaging Residents** **Date and Location TBA**

Engaging residents in community building initiatives start with the recognition from community members that there is an issue that needs to be addressed that affects the whole community. How does an organizer learn about the issues of residents? What strategies are employed to get feedback from residents? What methods would an organizer use to motivate members of the community to participate and be involved in activities? Learn from three seasoned organizers the practical, meaningful, creative, and necessary ways to engage residents in community planning efforts.

## 7

### **The Organizing Process – Part 2: Identifying Issues** **Date and Location TBA**

Identifying and prioritizing issues is a common conflict that many communities experience. This conflict can include lack of consensus, the emphasis on broader problems, and the strategy, or lack thereof, that is used to address those issues. This session will help organizers find the most effective means to helping community members identify and address neighborhood issues that link to citywide and regional strategies.

## 8

### **The Organizing Process – Part 3: Developing A Strategy and Resolving the Issue** **Date and Location TBA**

Every issue requires a well-planned, strategic response to bring about resolution. Strategies are components of a larger goal and act as 'steps' in a neighborhoods plan to create change or resolve issues. This session will help organizers focus on their role in developing the strategies to address community issues and the necessary support that they should provide to residents in the planning process.

## 9

### **Managing Information: Technology, Data and Community Organizing** **Date and Location TBA**

Data collection methods are becoming increasingly popular tools to support the planning efforts of communities. Learn about emerging community-based efforts that are supported by technology and its usefulness and impact as a resource for community organizing.

# 10

## **Resource Development for Community Organizing** **Date and Location TBA**

Resource development in grassroots community organizing has various strategies that extend beyond proposal and grant writing. While these methods are useful, there are additional strategies that are more practical and less restrictive when it comes to volunteer based organizations that are developing fundraising plans. This session will give an overview of resource development for community organizations, types of resources and methods for collecting resources that may be useful, and provide strategies for sustaining projects and programs over the long term.

# 11

## **Managing Organizing to Manage Change** **Date and Location TBA**

Organizations that have a community organizing function fused in its work often neglect to develop effective strategies and outcomes for the organizing efforts. Defining an organizing strategy is critical for a board of directors, executive director and organizing staff in order to effectively manage it. Equal to this task is keeping the strategy within the context of managing change — at the neighborhood, city, national or global level. This session will highlight effective models of organizing programs in organizations and help board members, directors and organizers learn and share experiences about managing community organizing programs and the vision for it.

# 12

## **Evaluation** **Date and Location TBA**

# 13

## **CELEBRATION** **Date and Location TBA**

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**Sponsored by the Baltimore Neighborhood Collaborative**

**Curriculum development work group participants:** Regina Alston - CPHA, Dick Cook – UM School of Social Work, Tisha Edwards – Empower Baltimore, Mel Freeman- Belair Edison Neighborhoods, Tanya Jones - BNC, Barry Kamenetz - CHAI, Pam King - OSI, Betty Robinson - CPHA, Ann Sherrill - BNC