

# Jewels for Nonprofits

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The first quarter is an excellent time to review, evaluate and plan for the rest of the calendar year. At Jeweld Legacy Group we incorporate this critical business practice numerous times throughout the year. As non profit leaders it is also necessary for you to pause and reflect. The pressure to work without pause is real, to achieve the organizational mission by addressing the circumstances and inequities that impact the communities that you serve.

After all, they are relying on the ability of leaders such as yourself to sustain and grow these vital community programs. Although your best efforts are required and considered noble by some, it can leave one depleted, feeling as if your best just isn't good enough. In this issue Dr. Frank Omowale Satterwhite directs us to something greater than one organization or leader to address social change.

He suggests that real social change occurs when a critical mass of stakeholders come together. In my opinion, this is not about working harder, it requires strategic engagement that demonstrates the rights and responsibilities of residents who live in communities most affected by poverty and mass incarceration. We hope that you will find Dr. Satterwhite's article beneficial and consider joining us at one of these upcoming events below.

Take care,  
Carol F. Burton, LMSW  
*Carol F. Burton*



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# THOUGHTS ON RESIDENT ENGAGEMENT

*By Frank J. Omowale Satterwhite, Ph.D.*

The United States of America is a diverse society with many noteworthy accomplishments and, as well, many challenging problems. On the one hand, we are living in an era of astonishing achievement in science, technology, medicine, communications and numerous other fields. On the other, we are experiencing a profound social crisis in communities of color as a result of pervasive institutional racism and poverty.

While it's true that communities of color have major economic and social problems, it's also true that they can become resilient villages with the internal capacity to address their complex problems in positive ways.

Social change occurs when a critical mass of community stakeholders comes together to define and implement community-building strategies with a single sense of purpose. Such change is more likely to happen when there is a shared vision (ideas), strong resident leadership (people), stable organizations (infrastructure), viable community programs (action) and high levels of civic involvement (engagement). Thus, to bring about social change, one must work on multiple levels and in multiple ways to inform, engage and empower community residents.

For the past three decades, I have worked as a social change consultant in communities of color across the nation. From this experience, I have learned that community engagement is an essential part of a comprehensive social change strategy. In my view, *authentic* community engagement is more likely to occur when there is understanding of and a strong commitment to the following basic rights of community residents.

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## RESIDENT'S RIGHTS AND RESPONSIBILITIES

- **RIGHT TO KNOW:** Residents must be informed about community issues if they are to play active and meaningful roles in the social change process. With this right comes the responsibility to seek information, ask questions and challenge the status quo.
- **RIGHT TO LEARN:** Residents must have linguistically and culturally relevant training, mentoring, coaching and peer exchange opportunities to participate effectively as informed partners and practitioners. With this right comes the responsibility to state learning needs and engage in continuous learning activities to increase knowledge, skills and confidence.
- **RIGHT TO PARTICIPATE:** Residents must have leadership roles and participate in all phases of the community-building process. With this right comes the responsibility to be actively involved and stay at the table through good times and bad.
- **RIGHT TO DECIDE:** Residents must define their own goals and develop their own plan for future development of the community (often in partnership with external stakeholders). With this right comes the responsibility to listen to other voices, carefully consider the options and make the best decisions for the community.
- **RIGHT TO CULTURAL RESPECT:** Residents must engage in the community-building process in their own culturally authentic ways. With this right comes the responsibility to share information about one's culture, learn about other cultures and value the cultural diversity of the community.
- **RIGHT TO TELL THEIR OWN STORY:** Residents must be empowered share their story with others in their own voice and in culturally appropriate ways. With this right comes the responsibility to document the work and lift up the lessons for others to see.

*When communities of color are engaged in this way, there is much greater potential for active and sustained community participation in every aspect of the social change process.*





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## SAVE THE DATE

### **April 14-17, 2019**

National Children of Incarcerated Parents Annual Conference  
Renaissance Downtown Phoenix Hotel

<https://www.eiseverywhere.com/ehome/373747?&t=bd6c1ffeb893a9c87a5d2ac8f0924957>

### **April 18, 2019**

Capacity Building Symposium for Organizations Serving the Criminal Justice Community  
500 Ellinwood Way - Board Rooms A & B  
Pleasant Hill, CA  
11:00am - 4:00pm

Email Summer Jackson @ [legacyta2016@gmail.com](mailto:legacyta2016@gmail.com) to RSVP

Jeweld Legacy Group has unparalleled knowledge of capacity building and leadership training to help clients make better-informed decisions when it comes to program development and their company's growth potential.



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